

## 2010-11 DGCE Contract Ratified by Membership

By Sue Dargan, DGCE Bargaining Committee Chair

Unit members in the Divisions of Graduate and Continuing Education ratified a new collective bargaining agreement by a large margin. The new contract will be in effect from Jan. 1, 2010 to Dec. 31, 2011. For the first time, this ratification was conducted by mail. Two and a half times as many members voted in the mailed ratification as compared to the on-site ratification conducted in Feb. 2007.

Votes were tabulated at the MSCA Treasurer's Office on Jan. 19. The results were: **Yes - 325; No - 33; blank - 1; void or challenged - 0.**

Significant changes to the agreement include:

- a possible suspension with pay in Article VI.
- a 2% increase in all stipends effective at the beginning of the spring 2011 instructional period (no increase at the beginning of the spring 2010 instructional period).
- an increase in the minimum number of payments during the spring and fall instructional periods from twice a semester to three times a semester.
- two new categories in the equivalency table (Article VIII) for Honors Thesis Supervision and Graduate Thesis Supervision, each credited at the rate of 0.33 credits per student, effective at the start of the spring 2011 instructional period. (In most cases colleges have been crediting such supervision at 0.25 credits per student.)

The exact language changes can be viewed on the MSCA website <[www.mscaunion.org](http://www.mscaunion.org)>. Members will be informed when new contracts are printed and available on the campuses.

Congratulations and thanks to the bargaining team [Glenn Pavlicek (Bridgewater); Jack McKeon (Fitchburg); Sue Dargan (Framingham, Chair); Ben Ryterband (Mass Art); Deb Foss (MCLA); Jerry Concannon (Mass Maritime); David Goodof (Salem); Ken Haar (Westfield); and Anne Falke (Worcester)]; CJ O'Donnell, MSCA president and MTA consultants Bob Whalen, Beth Boyer and Priscilla Lyons.

## Nominations Open for 2010 NEA-RA

The 2010 Representative Assembly of the National Education Association will be held July 1 – 6, 2010 in New Orleans.

MSCA members must be in good standing on Jan. 15, 2010 and pay their NEA dues through an appropriate MSCA chapter in order to seek election as MSCA local delegates to the NEA-RA. Stipends may be available for travel expenses.

Only members who pay their dues to NEA through the appropriate MSCA chapter will be entitled to vote in the election for MSCA delegates to the NEA-RA. Members teaching in day or DCGE who pay dues to NEA through another MTA local (e.g., MCCC, APA, or a K-12 local) may seek election as a local delegate only through that local and will be entitled to vote only in that other local election.

The specific number of delegates allocated to MSCA will be established after January 15, 2010. The specific number of seats will be sent to all candidates and appear on the ballot if a run-off election is necessary. The election timetable is as follows:

- Nomination deadline: March 11, 5:00 p.m., regardless of postmark or indicated fax time.
- Ballots mailed: week of March 15.
- Ballots return deadline: April 1, 5:00 p.m.

Questions should be directed to:

Nancy George, MSCA Secretary  
Salem State College  
352 Lafayette Street, Salem, MA 01970  
(978) 542-7182  
(978) 542-2242 FAX  
[nancy.george@salemstate.edu](mailto:nancy.george@salemstate.edu)

## MSCA Officers Election Ballots to be Mailed to Members' Homes March 11

Four candidates have been certified to run for MSCA office. Statements from each candidate appear on page 2.

### Election Calendar

- **March 11.** Ballots will be mailed to all eligible union members at their home addresses by the Labor Guild (the Supervising Agency) using the double envelope system (specific date to be determined in consultation with the Guild).
- **March 15.** Date by which dues must be paid for an MSCA member to be eligible to vote, as determined by Articles III(2) and IV(2d) of the MSCA Constitution.
- **April 1.** Date by which all ballots must be received by the Labor Guild, no later than 5:00 PM regardless of postmark.
- **April 2.** Date by which ballots will be counted and Certified Candidates will be notified of election results by the Nominations and Elections Supervisor.
- **April 12.** Date by which written challenges must be received by the Nominations and Elections Supervisor, by 5:00 PM, and submitted to the Arbitrator by the next business day.
- **April 16.** Date by which all written challenges to the Election shall have been heard and adjudicated by the Arbitrator.
- **April 24.** MSCA Delegate Assembly Nominations and Elections Supervisor reports official Election results to the Delegate Assembly.

### Have You Moved Since 2008?

If your home address has changed since the 2008 officers election, please send your new address to:

Glenn Pavlicek, MSCA Treasurer  
c/o Bridgewater State College  
91 Burrill Avenue  
Bridgewater, MA 02325  
[glenn.pavlicek@comcast.net](mailto:glenn.pavlicek@comcast.net)

### NEA NOMINATION FORM: DEADLINE – March 11, 2010

Name of Candidate (Please Print) \_\_\_\_\_

Institution Affiliation \_\_\_\_\_

I wish to place my name in nomination as a candidate for MSCA delegate to the 2010 NEA for Representative Assembly.

Signature \_\_\_\_\_ Date \_\_\_\_\_

*Please attached a biography statement (not to exceed 50 words) and send it with this completed form to:*

Nancy George, MSCA Secretary, Salem State College, 352 Lafayette Street, Salem, MA 01970

## STATEMENTS OF CANDIDATES FOR MSCA OFFICE

**Christopher J. O'Donnell, Candidate for President**

I seek re-election as MSCA President to continue to advance the interests of the state college faculty and librarians. This work has been challenging during the most serious economic downturn in memory — a period in which state funding for public higher education in Massachusetts has seen its most dramatic reduction.

During these difficult times MSCA settled both the day and DGCE contracts. Although the Board of Higher Education, at the governor's impetus, requested concessions in excess of \$12 million over three years, the MSCA Board of Directors — with your input — rejected the request. MSCA and MTA will continue, with your help, to fight for the funding of the day agreement. Fourteen months of negotiations and an agreement reached in good

faith should not be discarded for political gain.

We have made progress on MSCA's goals and priorities during my first term in office. The day contract includes moneys each year to begin addressing salary inversion and compression. A charge was filed and a complaint issued by the Division of Labor Relations over the colleges' violation of the 15% cap on sections taught by part-time faculty.

MTA has filed a lawsuit over the state's denial of health insurance coverage for part-time and DGCE faculty, a goal that has been difficult to achieve through collective bargaining or legislation. Although the plaintiffs are community college faculty, MSCA was involved in preparing the suit and MSCA members will benefit should

the lawsuit prevail. Several bills have been filed to change the Optional Retirement Program, including an opt-out provision.

Elimination of the Social Security offsets at the federal level continues to be an important priority. GIC approved mid-year health care increases this year when legislative leaders indicated they would not fund the GIC's \$36 million deficit. Restoring and improving health insurance benefits will be an additional challenge in the current economic climate.

I look forward to working with you on contract funding, electing pro-higher education officials, changing the ORP and achieving health insurance for part-time faculty.

I ask for your help to accomplish our common goals and for your vote this spring.

**Amy L. Everitt, Candidate for Vice President**

As a relative newcomer to the MSCA Board of Directors two years ago, I found the role of Vice President to be somewhat daunting and elusive. As my first term comes to a close, I have a much clearer picture of what this position entails and the skills necessary to represent our members. Being a good listener is critical. I believe that I have provided a strong ear for our President when he needed a sounding board and for our other MSCA leaders and members when important issues were being considered.

Our members deserve a strong voice on important issues. During the past term, I have gained valuable experience in representing the MSCA by

addressing the Board of Higher Education regarding contract negotiations and speaking with state legislators about pending legislation that impacts our work environment. I also testified at hearings of the Joint Committee on Higher Education regarding sabbaticals (HB1170). This bill was quickly moved out of committee with a favorable vote following the hearing.

A new role has been designated to the Vice President's position this past year as well. Policies and procedures to address ethics issues have been enacted by the Board of Directors, and the MSCA Vice President has been identified as the "Whistle Blower". I am happy to report that there has yet to

be a situation that warranted an investigation. I fully understand and value the spirit with which these policies are intended and I promise to uphold the responsibilities associated with this role.

In closing, we are experiencing frustrating and anxious times. We have an extensive list of issues that are critical to our work that we must continue to pursue, not the least of which is an unfunded contract. Now, more than ever, members of the MSCA deserve strong, passionate leaders and as Vice President I promise to deliver that leadership to the best of my ability. Thank you for your continued support.

**Nancy George, Candidate for Secretary**

I have deep roots in Massachusetts public higher education. My parents, the son and granddaughter of immigrants, were first generation college graduates (Salem State College, 1953 and 1956). Without the state colleges, it is certain that neither would have attended college. My siblings and I are also products of public higher education. It should come as no surprise to find out that I am dedicated to the advancement and protection of Massachusetts public higher education.

Having been raised by two individuals committed to public service certainly had a deep influence on me. My earliest memories include holding signs at protest events and attending anti-war demonstrations. Sadly, years of no salary increases, which my Massachusetts state college professor

father bitterly complained about during my childhood, continues to be a huge problem for state college faculty and librarians.

A strong work ethic and my own desire to help others have made me active in a variety of professional organizations. I have held leadership positions in national and regional/local library organizations which, ultimately, educate and provide opportunities to other librarians and provide information resources to the citizens of Massachusetts. Pre-Salem State College, I represented my fellow employees on university councils, fighting for improved employee benefits, working conditions and salaries. After arriving at Salem State College, I focused my efforts to create positive changes in faculty members' and librarians' work lives through my activities in the

MSCA. This continues to be my goal and focus. After having worked at institutions without faculty/librarian unions, I appreciate the fact that we have a union and am tremendously proud to be an active member of the MSCA.

In the MSCA, I am currently the MSCA Secretary and Webmaster, chair of the Librarians Committee, and the Salem Chapter Director. I am a strong supporter of academic freedom, faculty/librarian tenure, and the need to improve faculty/librarian working conditions and salary inequities.

It has been an incredible honor to serve you as the Secretary of the MSCA. Thank you for considering my candidacy for re-election and I very much appreciate your vote.

**Glenn Pavlicek, Candidate for Treasurer**

I am seeking re-election for MSCA Treasurer. During the past four years, the MSCA has maintained a solid financial footing despite the extremely trying times. Changes in the tax codes and reporting requirements as well as in Health Care requirements for our employees have required the Treasurer's office to keep improving our practices. I am especially proud of the fact

that our audits have all been received without qualifications or concerns.

By far the most time consuming part of the Treasurer's job is tracking our membership, particularly part time faculty. The staff in our office has done a great job communicating with (and nagging when necessary) both Academic Affairs and Continuing Education staff at all nine colleges in

order to maintain current records. This has allowed us not only to have more accurate information for communicating with our members and running elections, but also has allowed us to bill for dues on a more timely basis.

I am proud of our staff and the work they do and look forward to serving you for another two years. Towards this end, I would appreciate your vote.

