

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 6, 2012
Worcester State University**

Present: Aldrich, Concannon, Coppola, Dargan, Donohue, Falke, George, Goodlett, Hennessy, Hoagland, O'Donnell, Pavlicek, Rapp, Schlosberg, Shartin, Stonehouse, Turk

Guests: Donna Sirutis (MTA), Bob Whalen (MTA)

Approval of the Orders of the Day and the Minutes:

It was moved and seconded to approve the orders of the day. The motion passed.

It was moved and seconded to approve the minutes of the March 2, 2012 meeting. The motion passed.

Visiting Speakers' Time:

No visiting speakers.

MSCA Officers' Reports:

President – C.J. O'Donnell

Post-tenure Review

There were problems with post-tenure review at a number of the state universities due to a variety of administrative errors. At Bridgewater three names were reported that were not expected; at Fitchburg they were three names short; at Framingham there was one extra name; at Mass Art one librarian was missed (she'll be reviewed next year but stay in this year's cohort); at Worcester they were two names short.

Chapter presidents were reminded that those individuals who went through the PTR process and did not receive a 6% increase should not be required to file a grievance until they have gone through the reconsideration and appeal procedure first. If the member decides not to appeal, then he or she needs to file an individual grievance no more than ten working days after he or she received the PTR decision letter.

Day Bargaining Ratification

President O'Donnell distributed and reviewed the summary of the March 7, 2012 tentative agreement. Discussion followed.

It was moved and seconded that the MSCA Board of Directors recommend ratification by the day membership of the Tentative Agreement of March 7, 2012 that includes amendments to the 2009-2012 collective bargaining agreement and a proposed collective bargaining agreement for the period July 1, 2012 through June 30, 2014, which collective bargaining agreement contains an agency fee provision.

Roll call vote:

Aldrich - Yes
Concannon - Yes
Coppola - Yes
Dargan - Yes
Donohue - Yes
Falke - Yes
George - Yes
Goodlett - Yes

Hennessy - Yes
Hoagland - Yes
Pavlicek - Yes
Rapp - Yes
Schlosberg - Yes
Stonehouse - Yes
Turk - Yes

The motion passed.

It was moved and seconded to approve the *Notice of Contract Ratification* as distributed.
The motion passed.

A draft of the ratification ballot was distributed and it was determined that the ratification will take place on campuses (not via mail) on April 17 and 18 from 10:00 a.m. to 3:00 p.m. Tabulation of the ballots will take place on April 19 at the MTA Regional Service Center in Auburn, MA.

MTA Consultant Donna Sirutis distributed and reviewed the Grievance Settlement Agreement between the BHE and the MSCA. Discussion followed.

It was noted by President O'Donnell that the employer has begun the process of putting together a funding request. It is expected that the funding will come out of a collective bargaining reserve in the governor's budget recommendation if the reserve survives the budget process, otherwise it will require a supplemental budget being filed.

President O'Donnell thanked Day Bargaining Committee Chair Dan Shartin, MTA Consultant Donna Sirutis, and the entire Day Bargaining Committee for their hard work on this agreement.

Vice President – Amy Everitt
Not present.

Secretary - Nancy George

It was moved and seconded to approve the following delegate nominations for the 2012 NEA-Representative Assembly:

Ronald Colbert – Fitchburg
Jerry Concannon – Mass Maritime
Robert Coppola – Mass Art
Cornelia Daniel – Westfield
Joseph Ebiware – MCLA
Bill Fay – Bridgewater

Stanley Jackson – Westfield
Joel Litvin – Bridgewater
Len Paolillo – MCLA
Dan Shartin – Worcester
Charles Wellens – Fitchburg
Edward (Ted) Welsh – Westfield

The motion passed.

It was moved and seconded to approve the following additional delegate nominations for the 2012 NEA-Representative Assembly:

Frank Giuliano – Westfield
Margo Hennessey – Westfield
Christopher J. O'Donnell – Mass Maritime

The motion passed.

Treasurer – Glenn Pavlicek

MSCA FY 2013 Budget Proposal and MSCA Proposed Dues Structure for FY 2013

Treasurer Pavlicek distributed and reviewed the MSCA FY 2013 Budget Proposal.

It was moved and seconded that the MSCA Board of Directors recommend the *MSCA FY 2013 Budget Proposal* as distributed to the MSCA Delegate Assembly. The motion passed.

It was moved and seconded to approve the *MSCA Proposed Dues Structure for FY 2013* as distributed.

It was moved and seconded to amend the MSCA Proposed Dues Structure for FY 2013 to include a further reduction of the MSCA portion of the dues, so that the amount charged are as follows:

Full-time:	\$180
Part-time 9-11 credits:	\$43
Part-time 5-8 credits:	\$28
Part-time 3-4 credits:	\$13
Part-time 1-2 credits:	\$3

The motion passed.

The original motion passed as amended.

Monthly Expenses Report

The MSCA Monthly Expenses Report was distributed and reviewed by Treasurer Pavlicek.

Taxes

It was noted by Treasurer Pavlicek that all federal and state tax filings have been completed. The state's unemployment insurance rates increased after the quarter filing posing some unexpected challenges for the Treasurer's office.

Treasurer Pavlicek received a letter of inquiry from the IRS stating that line the filing was incomplete, but did not indicate what was incomplete. Treasurer Pavlicek called the IRS and the IRS reviewed the form and said it was complete.

Health and Welfare Trust

MetLife has been renewed as the vendor at a 3% increase in premiums. There is now extended coverage to all dependants up to age 26 effective July 1, 2012.

MSCA Committee Reports

Day Bargaining – Dan Shartin

The ratification recommendation, method, notice, ballot and procedures were presented in President O'Donnell's report.

DGCE Bargaining – Sue Dargan

The memorandum of agreement has been signed by President O'Donnell, Chair Dargan and MTA Consultant Bob Whalen and been sent to Jim Cox. On Wednesday Jim Cox gave it to the BHE to get Commissioner Freeland's signature.

Elections – Robert Donohue

The ballot count will take place beginning at noon on April 10, 2012 at the Labor Guild in Weymouth. Chair Robert Donohue will be present for the count.

Grievance – Sandra Faiman-Silva

Not present.

MTA Reports

Director – Ron Colbert

Not present.

DGCE Bargaining Unit – Bob Whalen

Consultant Whalen reported that classified units at UMass include a system of step increases, and that individuals at the top step do not receive step increases. Through negotiations, classified units have tried unsuccessfully a number of times to deal with these members which represent about 40% of the units. A summit is being planned which will assist these units in preparing step increases data and give them an opportunity to organize themselves for further negotiations. Support from other units will be sought.

Day Bargaining Unit – Donna Sirutis

There is a case at MCLE where a member on extended sick leave may be involuntarily retired. Consultant Sirutis reminded chapter presidents that if a faculty member or librarian who is close to retirement is on an extended sick leave, the faculty member or librarian should make it clear to the administration that he/she is planning on returning to work after the leave. If the administration believes the faculty member or librarian will not return the administration could force the employee into retirement.

Consultant Sirutis distributed and reviewed a potential reassignment of MTA consultants based on geographic location based on where the consultants live and their proximity to campuses. As a result, the potential reorganization would assign seven different MTA consultants to the nine

state universities. Discussion followed. The potential reorganization was not well received for a variety of reasons – including creating a negative impact on contract negotiations and communications.

Chapter President's Reports:

Bridgewater

During a workshop for first-year faculty and librarians it became evident that none of the participants were aware of the April 1st personnel action deadline for reappointment.

Chapter President Stonehouse was asked to leave College of Business meeting relating to ASCCB accreditation because she is not a College of Business faculty member.

Fitchburg

The Fitchburg chapter filed a grievance over the administration's decision to become a LEAP institution without putting the issue through governance. The chapter will move the grievance to Step 2.

All public higher educational institutions in Massachusetts are a part of PARCC. This will have a future impact on students' success at the state universities. See: <http://parconline.org> for more information.

The library reconstruction project is on phase three. The architects met with the librarians recently to discuss the project.

Framingham

A form has been developed by the university to request the presence of the president and his wife to speak at a function. The President's Distinguished Lecture Series will feature President Flanagan.

A grievance has been filed regarding Fall 2011 SIR II student evaluations not having been returned. The administration is claiming there has been no violation of the contract and claims that the student evaluation process would be made much easier if the evaluations were done electronically.

Chapter Director Dargan wrote an email on the Trayvon Martin case. She was ridiculed by WTKK radio host Michael Graham and received numerous racist, harassing and threatening emails from WTKK listeners. Mr. Graham asked Director Dargan to appear on his radio show and she has declined.

There was one tenure denial.

Mass Art

The new dorm is opening May 1st for tours. The Mass Art auction will be in April and the Senior Fashion Show will be in May.

MCLA

Not present.

MMA

Not present.

Salem

Chapter President Everitt has been faced with many challenges this past academic year. There have been two tenure denials, promotion denials, and Salem's PTR results were the poorest of the nine universities.

Chapter President Everitt is having difficulty recruiting members to serve as the Chapter Vice President.

Westfield

No report.

Worcester

Chapter President Falke announced that Dan Shartin will be the new Chapter President and Don Bullens will be the Vice President and Director.

A number of new building projects (gym and dorm) will begin on campus in the near future. Between 750 and 1000 student parking spaces will be lost as a result. Consideration is being given to a satellite parking location.

There was one tenure denial and three promotion denials.

Old Business

MSCA Web Page

Chapter President Stonehouse nominated Magaly Ponce (Bridgewater) to will serve on the committee and President O'Donnell accepted the nomination.

President O'Donnell reminded chapter presidents that the deadline for submitting the names of MTA and Delegate Assembly names to his office is April 11th.

The meeting adjourned at 1:30 pm.

Respectfully submitted,

Nancy George

MSCA Secretary