

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
September 11, 2015
Framingham State University**

Present:

Berg, Bullens, Colligan, Craghead, Donohue, George, Hennessy, Matchak, McAloon, Morales-Diaz, O'Donnell, Pavlicek, Payne, Ramsden, Ritschel, Rutter, Washington

Guests:

Jennie-Rebecca Falcetta (MassArt), Roberta James (MTA), Hemant Pendharkar (Worcester), Bob Whalen (MTA)

The meeting convened at 10:16 am.

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 June 5, 2015, meeting. The motion passed.

Old Business

Gender Pay Equity

Jen Berg and Virginia Rutter provided Board members with an overview of their proposal to study gender pay equity. Discussion followed.

It was moved and seconded that the MSCA President creates an advisory committee that will advise the MSCA Board of Directors on developing a research program to investigate work place equity issues. The motion passed.

MSCA Committee Reports

DGCE Bargaining – Don Bullens

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to come out of executive session. The motion passed.

It was moved and seconded to bring out of executive session the following motion:

It was moved and seconded that the MSCA President create a Crisis Committee to address DGCE Bargaining issues. The motion passed.

The motion passed.

Grievance – Hemant Pendharkar

Chair Pendharkar provided Board members with a brief report. The next meeting of the Grievance Committee will be September 18th. Mediation dates have been set for the fall.

MTA Reports:

MTA – Bob Whalen and Roberta James

MTA is working with others groups to get a question on a future the ballot that would assess an additional 4% tax on income over \$1,000,000. MTA has committed to getting 25,000 signatures. MTA has assigned to the MSCA the task of collecting 983 signatures. Signature sheets were distributed to chapter presidents. Board members were provided with detailed instructions on collection signatures.

MTA is working on an organizing campaign to convince agency fee payers to join the union. This is important due to a case pending before the Supreme Court. Bridgewater, Framingham, and Westfield have been selected as pilot institutions in this campaign. Part-time organizers will be hired to lead each institution's campaign. The organizers have not yet been hired. Training for the organizers has been scheduled for September 21st.

Board members expressed concern that there are too many MTA-directed projects slated for the fall semester. It was the consensus that part-time and DGCE faculty typically pay agency fee because the MTA and NEA dues are too high relative to their salaries. The Board is concerned that until the cost of MTA and NEA dues are more reasonable for part-time faculty, these faculty members will likely continue to be agency fee payers.

Health and Welfare Trust – Nancy George

Trustee George provided Board members with a brief report.

Trustee George reported that she is serving as the Health and Welfare Trust Treasurer, that the Health and Welfare Trust hired the accounting firm, GT Reilly, for bookkeeping services. The Trust is looking for a new bank to replace Bank of America, has instituted financial controls, is working on getting their books in order (with the help of GT Reilly), formed a five-member Financial Committee, and will be hiring Iron Mountain to assist the Trust with records management.

This year the Trust will be working on identifying cash flow problems and developing solutions to the problems.

MTA Board of Directors – C.J. O'Donnell

Director O'Donnell provided members with a brief report.

MSCA Officers' Reports

President's Report – C.J.O'Donnell

MSCA Committee Appointments

President O'Donnell forwarded with Board materials the committee grid showing open committee seats.

It was moved and seconded to approve the following committee nominations:

Day Bargaining:	Brian Payne (Bridgewater) David Eve (MCLA)
Day Bargaining Alternate:	Maria Hegbloom (Bridgewater)
Elections:	Elaine Buckholtz (MassArt)
Grievance:	Elaine Buckholtz (MassArt)
Legislation:	Maria Hegbloom (Bridgewater)
Librarians:	Pamela Hayes-Bohanan (Bridgewater) Oliver Zeff (Westfield)

The motion passed.

DGCE Contract Negotiations in Fact Finding

Don Bullens and Bob Whalen reported on this. The Board considered an action plan in executive session.

MSCA Organizing Effort

At the request of the NEA and MTA, the MSCA will be undertaking pilot organizing efforts at the Bridgewater, Framingham and Westfield chapters. The effort is to convince those who would otherwise pay the agency service fee to join the union. President O'Donnell circulated a draft of the plan on to the Board on July 11th.

MTA Ballot Initiative

MTA is working with others groups to get a question on a future the ballot that would access an additional 4% tax on income over \$1,000,000. MTA has committed to getting 25,000 signatures. MTA has assigned to the MSCA the task of collecting 983 signatures. Signature collection is complicated. Bob Whalen and Roberta James reported on this today.

CORI Checks

The MSCA has sent a cease and desist letter to the presidents regarding their requiring unit members to authorize a CORI check and for open CORI authorizations for unit members. The MSCA has had no response. If the request is not honored we will pursue the matter.

Legislation

MSCA Vice President Robert Donohue gave the MSCA testimony on our health insurance bill (H2402) on Tuesday, he will report on that under his report.

There is a bill (H1380) filed by Brian Joyce that is similar to Governor Patrick's health care "reform" bill that would have adversely affected a significant number of state employees, including MSCA members. The bill would grandfather employees hired prior to January 1, 2016, but the eligibility and levels of coverage for retirees hired on or after January 1, 2016 would be worse than what Patrick proposed. The MSCA testified against Patrick's bill.

MTA's Higher Education Leadership Council (HELIC) will be discussing the bill today. President O'Donnell's recommendation is that the MSCA oppose passage of the bill. He suspects HELIC will vote to request that MTA oppose the bill at today's meeting.

July 1, 2015 Formulary Increase

The formulary increases should be included in the September 25th pay advice. The process of getting the increases implemented has been tedious. The MSCA has been pushing to get the work done since April. We will, again, start early for the July 1, 2016 formulary increases.

Per Capita Professional Development

President O'Donnell reminded the board that the amount this academic year is \$800 (prorated for salaried part-time faculty). Members must apply by December 31, 2015.

MTA Higher Ed Director

The new MTA Higher Ed Director is Robert Vodicka. He starts next week and comes to MTA from the American Federation of Teachers. President O'Donnell will invite him to an upcoming Board meeting.

MSCA and Google Apps for Work

Robert Donohue will report on this in his report.

Vice President –Robert Donohue

Whistle-Blowers Policy

Vice President Donohue distributed the Whistle-Blowers Policy to new Board members for signatures.

Testimony on H2402

Vice President Donohue went to the State House to testify on H2402. The hearing went well. The hearing was also attended by COP Counsel, Vincent Pedone, management's, Ken Strickland, and several adjunct faculty members. In addition to Vice President's Donohue's testimony, adjunct faculty members also testified at the hearing.

Google Apps

The MSCA licensed Google Apps for Work. Accounts have been set up for Board members.

Calendars for the Board of Directors and the Grievance Committee have been set up. If a chapter wishes to have an account, please let Vice President Donohue know.

Chairs Handbook

The Chairs Handbook has been distributed and is posted on the MSCA website.

Elections Supervisor

Sarah Mabrouk (Framingham) is the new MSCA Elections Supervisor.

Treasurer's Report – Glenn Pavlicek

Audit

The audit was completed. No problems were found.

Taxes

Copies of the completed and filed 990 form was distributed to Board members.

Monthly Expense Report

The monthly expense report was distributed to Board members. Discussion followed. It was noted that Barr Media is developing a web-based membership database for the MSCA. This database will be available for chapters to access for member information. The development of this database is costly, but is necessary. It was noted that the webpage re-design, also completed by Barr Media, was fairly inexpensive.

Secretary – Nancy George

No report.

Chapter President Reports

Bridgewater:

The Economics Department will not be disestablished, but disestablishment will be submitted to governance. The university is not accepting new students into the major and classes. Classes will be offered through the School of Business.

The new president, Fred Clark, was inaugurated on September 1st.

There is a new Dean of Continuing Education.

A retreat was held with the MSCA Bridgewater Chapter Executive Board, President Clark and his cabinet. The focus was on the strategic plan, and improving communications and continuing education.

Chapter President Payne sent the provost an email regarding the 15% rule. As of yet, the provost has not responded. In response to the 15% rule, faculty members have been asked by

administration if they could convert day courses as an online DGCE courses. This is mostly in Math/Sciences.

The provost instituted a new sabbatical procedure. A grievance has been filed.

Human Resources has been telling part-time employees that they cannot file for unemployment after their contracts run out.

Part-time employees are mobilized on campus.

A meeting with new faculty was recently held. Due to scheduling issues, it was lightly attended.

Fitchburg:

All new faculty/librarian hires joined the union.

Newly hired librarians were issued contracts that stated they must have a terminal degree before going up for tenure. A grievance was filed.

There has been a controversy regarding librarians working on weekends. The issue was resolved with the hiring of part-time librarians to work weekends. There a number of problems and low morale among the librarians.

Framingham:

Chapter President Donohue thanked the MTA for assisting members in receiving unemployment benefits.

The MTA helped a retired Framingham faculty member receive an advance on his/her pension.

The university relies heavily on full-time temps, when it should instead be hiring full-time, tenure track faculty.

There is concern regarding the SIR II evaluation form question regarding the “instructor’s command of spoken English.” Discussion followed. MTA Consultant James stated that this should be brought up with MTA Legal.

MassArt:

A new presidential search is underway. The Trustees would like the search to be completed by January.

MassArt is not in compliance with the 20% rule.

Most, if not all, of the upper level administrators are interim.

MCLA:

The presidential search is underway again. The person who originally took the position resigned two weeks after accepting the position.

There are a number of interim administrators and a shifting of administrative responsibilities.

There is a new Vice President of Administration and Finance.

All new faculty members joined the union.

MMA:

Francis Xavier McDonald is the new president of MMA.

There are two new faculty members. Both joined the union.

The vice president asked the chairs of the general education department to develop courses for to be taught on Sea Term.

At the opening day, MSCA President CJ O'Donnell questioned MMA President McDonald on the DGCE contract negotiation. President McDonald said he would have to get back to O'Donnell.

The chapter president asked the president about the three-credit release for MSCA chapter activities. No response as of yet from McDonald.

Salem:

A new dorm opened this fall.

The parking garage is being built. It will open in November.

Salem State University is not acquiring Montserrat.

Marion Court College in Swampscott closed. Some students were accepted at Salem State in order to finish their degrees.

The university continues to work on finding ways to comply with the 15% rule. The core curriculum has changed.

The administration is checking on the classifications of courses.

Four dean positions are staffed with interim administrators.

Westfield:

The presidential search continues. Six semi-finalists have been selected. After a background check, three finalists will be selected and brought to campus.

A person has been hired in an administrative position in the Physicians Assistant department to develop a PA program. The administration would like to move the individual into the faculty with the same rate of pay as when he/she was in the administrative position.

Over the summer the HR director left and several APA members were dismissed. Eight Westfield employees took advantage of the retirement incentive.

The sabbatical form is under question. President O'Donnell requested that the chapter president send him the form for review.

Worcester:

Interim Provost Caruso has left, but was hired as a consultant.

There is a new Dean of Humanities and Social Sciences and a new Vice President of Human Resources.

There was a meeting for new faculty members.

The chapter president will be meeting with department chairs next week and reviewing the chair handbook with them.

There is a problem with internships and independent studies forms. Students have to get multiple faculty/administrative signatures on these forms. Discussion followed.

The meeting adjourned at 4:05 pm.

Respectfully submitted,

Nancy George
MSCA Secretary