

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
March 4, 2016  
Framingham State University**

**Present:** Berg, Bullens, Colligan, Craghead, Donohue, George, Hegbloom, Mason, Matchak, McAloon, O'Donnell, Payne, Ramsden, Rutter, Washington

**Guests:** Roberta James (MTA), Hemant Pendharkar (Worcester), Sarah Mabrouk (Framingham)

**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 December 4, 2015, meeting. The motion passed.

**MSCA Committee Reports:**

*Elections – Sarah Mabrouk*

*Certified Candidates: Statements and Pictures*

Statements regarding experience and goals for candidates were posted on the MSCA website on February 22, 2016. The Certified Candidates are:

- Christopher O'Donnell for the office of President
- Robert Donohue for the office of Vice President
- Nancy George for the office of Secretary
- Glenn Pavlicek for the office of Treasurer

*Election Services Companies:*

Election Services Companies (Survey and Ballot Systems, Election America, Inc., Election Services United, and TrueBallot, Inc.) were informed of the Board's selection of TrueBallot, Inc. as the election services company for the MSCA Officer Election as of February 8, 2016.

*TrueBallot, Inc.:*

*Contract:* Glenn Pavlicek will be the signatory on the contract. Glenn's contact was sent to Caleb Kleppner on February 22, 2016 via email. As of March 3, 2016, the contract had not been sent but Caleb Kleppner stated via email that he planned to send it that day.

*Candidate Statements and Availability:* Candidate statements and availability information were sent to Chapter Presidents on February 24, 2016.

*Names of Candidates:* Names and offices for candidates were confirmed with Caleb Kleppner as of February 24, 2016.

*Ballot, Instructions, and Envelopes:* Caleb Kleppner sent files containing drafts of the Outbound #10 right window envelope, the Ballot with instructions printed on reverse, the #9 double-window Business Reply Mail envelope, and the secret ballot envelope for the Election Committee to examine; these were sent to the Election Committee on February 24, 2016. These files were revised to include the MSCA Logo and sent to the Committee on February 28, 2016. The Election Committee unanimously approved the revised files on February 28, 2016. Caleb Kleppner sent the materials to the printers on February 29, 2016; he will evaluate proofs.

*DGCE Bargaining – Don Bullens*

Mailed ballots were sent out on February 22<sup>nd</sup> and are to be returned to the MSCA Treasurer's Office by 5:00 pm March 4, 2016. Ballots will be counted starting at 10:00 am on Monday March 7<sup>th</sup>.

*Grievance – Hemant Pendharkar*

Chair Pendharkar presented his report to Board members. Discussion followed.

**MSCA Officer's Reports**

*President's Report – CJ O'Donnell*

*January 1, 2016 1.75% Day Increases:*

The increases were applied. There have been no reported problems with the implementation.

*ORP to MSERS Transfers:*

Donna Sirutis from MTA has been working with the DHE and SRB to resolve issues regarding cost estimates and the time it has been taking for assets to be transferred. As a result there has been significant decrease in the time it is taking for transfers and the number of backlogged cases.

*2016 MSCA Delegate Assembly Elections:*

President O'Donnell reminded chapter presidents that elections for delegates and alternates to the MSCA Delegate Assembly must be conducted and must be by secret ballot:

MSCA Constitution, Article V, Section 1:

“...In each Chapter, the Delegates, and designated alternates shall be directly elected for a term of one year by and from the members of the Chapter by secret, written ballot...”

When reporting names to the MSCA President's office you should report the names of any alternates elected with the number of votes each alternate received in order to replace an elected delegate who drops out. President O'Donnell needs all delegate names by April 11th.

MSCA Constitution, Article IV, Section 5:

“Each Chapter shall be responsible for the election of its delegates to the MTA Annual Meeting in accordance with the procedures established by the MTA. Should there be vacancies in any Chapter's delegation the Board of Directors

shall be empowered to fill such vacancies, in accordance with the procedures established by the MTA.”

*2016 MTA Annual Meeting Election Procedures:*

The Board must approve election procedures for the MGA Annual Meeting May 13-14 in Boston. President O'Donnell distributed the procedure the Board has approved for the last few decades, but have included an example.

It was moved and seconded to approve the proposed procedure to elect alternate delegates for the MTA Annual Meeting.

It was moved and seconded to amend the reporting deadline to April 8, 2016 at 5:00 pm. The motion passed.

The original motion passed as amended.

*2016 MTA Officer Election Forum:*

Candidates for MTA President, MTA Vice President, and MTA Regional H Director have been invited to a candidate forum, to run from 10:00 am until noon at the April 1<sup>st</sup> Board meeting.

*CORI Follow-up:*

At the December Board meeting there was discussion regarding background checks of candidates for union position. The MSCA has no say in background checks for a candidate for positions if the candidate is not already a unit member. If the individual is already a unit member, the MSCA may have some say regarding background checks, or more specifically, the use of what is learned.

The MSCA filed two unfair labor practice charges one for the day unit and one for the DGCE unit) in December regarding the administration's request that candidates for unit positions sign CORI authorizations that are “open” after the candidate becomes a unit member. A hearing on the matter was to be held at the Department of Labor Relation on March 1<sup>st</sup>. The presidents agreed not to conduct CORI checked on individuals once they enter the bargaining unit, beyond what is required under the law.

*Meeting with State University Presidents:*

The State University Presidents have asked to meet with the MSCA Board of Directors Friday, May 6<sup>th</sup> in the Worcester, Framingham area.

*Bargaining Meeting with APA:*

APA President Sherry Horeanopoulus has asked to have the APA and MSWCA bargaining teams to meet to discuss experiences at the table since many of the APA bargaining members are very new to the process. We have set April 16<sup>th</sup> (after the MTA Higher Ed Conference) to meet.

*Civic Learning Initiative:*

There has been recent discussion on campuses regarding the civic learning initiative from the

BHE. In particular, there was discussion regarding teaching students morals and values. This initiative needs to go through governance.

*Vice President – Robert Donohue*

The MSCA has purchased an add-on to our web hosting service, Dream Host, which allows individual chapters to create chapter web pages.

Vice President Donohue investigated online voting. Google Apps could be used, but due to the complexities of using this system, it would be used for emergency purposes only.

*Treasurer – Glenn Pavlicek*

In Treasurer Pavlicek's absence, President O'Donnell distributed the monthly expense report.

It was moved and seconded to approve the 2016 MSCA Delegate Assembly Delegate Count as distributed:

Bridgewater	32
Fitchburg	16
Framingham	16
MassArt	10
MCLA	6
Mass Maritime	5
Salem	30
Westfield	19
Worcester	17

The motion passed.

It was moved and seconded to approve the tentative 2016 MTA Annual Meeting delegate allocation as distributed:

Bridgewater	12
Fitchburg	6
Framingham	6
MassArt	4
MCLA	2
Mass Maritime	2
Salem	10
Westfield	7
Worcester	6

The motion passed.

It was moved and seconded to authorize reimbursement, up to \$1500 per member, with a pool of money up to \$6,000, to MSCA members who wish to attend the NCHE conference in San Diego, CA. The reimbursement would include travel, registration, food, and hotel. The motion passed.

It was moved and seconded to authorize reimbursement for meals, transportation related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$2,000 for each of the duly elected MSCA delegates to the 2016 NEA-RA in Washington DC, contingent on proof of registration and voting receipts, and proof of attendance for at least 75% of the business sessions, with a cap of \$30,000. The motion passed.

It was moved and seconded to authorize the following stipends and reimbursements for MSCA Delegates to the 2016 MTA Annual Meeting: a \$100 stipend for attendance at Friday's business session; a \$100 stipend for attendance at Saturday's business session; reimbursement for mileage, tolls, parking and a hotel room for Friday night only (at the conference rate). Reimbursement will not be given for meals. Attendance shall be monitored by the MSCA President or the MSCA President's designee. The motion passed.

It was moved and seconded to provide reimbursement for lodging (at the conference rate), to MSCA members who are attending the 2016 MSCA Delegate Assembly. Only members who live 60 miles or more from Fitchburg State University (the site of the 2016 Delegate Assembly) shall be eligible to receive lodging reimbursement. The motion passed.

It was moved and seconded to provide reimbursements, with a pool of money up to \$3,000, for MSCA members to attend the MTA Higher Education Conference. The reimbursement would include mileage, hotel (up to \$150), and tolls. Reimbursement for lodging shall only be provided for members who live 60 miles or more from the Waltham Westin Hotel (the conference site). The motion passed.

*Secretary – Nancy George*  
*NEA-RA*

There are currently six nominations from members to attend the NEA-RA this summer in Washington, DC. Nominations are due March 14, 2016.

It was moved and seconded to recommend the following language amendment to Article V, Section 2 of the MSCA Constitution (new language **BOLDED**) to the 2016 MSCA Delegate Assembly:

“The Delegate Assembly shall hold an Annual Meeting on a day determined by the Board of Directors, which day shall either the last **Friday** or Saturday in April, or the first **Friday** or Saturday in May.”

The motion passed.

**MTA Reports:**  
*Day – Roberta James*

Consultant James recommended that the Board of Directors form an assessment committee. She will be happy to work with committees. Discussion followed.

*DGCE – Bob Whalen*  
Not present.

*Board of Directors – CJ O'Donnell*  
It was moved and seconded to support the proposed amendment to the MTA Bylaws #4, regarding Part-Time Dues. The motion passed.

It was moved and seconded to support the proposed amendment to the MTA Bylaws #5, regarding Dues. The motion passed.

It was moved and seconded to support the proposed amendment to the MTA Bylaws #6, regarding Representation and Criteria. The motion passed.

*Health & Welfare Trust – Nancy George*  
Trustee George provided Board members with a brief report. The MetLife contract will be up for renewal in the near future. One of our consultants will be handling the negotiations.

### **Chapter President Reports:**

*Bridgewater*  
The Black Lives Matter teach-in was very successful.

It was reported that 327 of the 346 eligible faculty and librarians members applied for professional development money.

Unemployment benefits for members has been a problem due to issues at HR. Due to the efforts of both union leadership and the university president, the university has ceased contesting unemployment benefits for part-time faculty.

STEM faculty members did a study on the use of FMLA. It was recommended that eligible employees be granted additional FMLA leave. President O'Donnell will follow up on this issue as it would have to be negotiated into of the CBA.

Union leadership met with the administration regarding the 15% rule. BSU has hired full time temporary faculty to move towards compliance with the 15% rule.

The Art Department created a non-credit hour art portfolio class that faculty are teaching without workload credits.

Union leadership is having conversations with part-time faculty members via once a week coffees and is exploring ways to involve them in union and campus activities. One thought is to provide part-time faculty with compensation instead of APR's for service work.

*Fitchburg*

There is a new provost, Alberto Cardelle, begins in June.

The chapter is working with the president on the dean's structure. The current deans are all temporary. There will be national searches on all of these positions.

*Framingham*

Kudos was given to the Grievance Committee Chair and Roberta James for their work on mediation this week.

Members report that the funds in their ORP account are being transferred.

The *Black Lives Matter* teach-in and town hall meeting were extremely successful in starting conversations on these issues at Framingham. The organizers are collecting feedback data and will share them when they are available.

*MassArt*

The new president, David Nelson, will begin June 1.

The 20% rule situation is moving alone.

On the day of the *Black Lives Matter* teach-in, the president was presented with a list of demands. When questioned about transition, the interim president stated that whatever decisions are made will be binding for the new president.

*MCLA*

The new president is James F. Birge.

There are a number of academic lines open, including four faculty positions.

*MMA*

No report.

*Salem*

As a result of the *Black Lives Matter* activities, administration was presented with a list of demands. The president will hire a Chief Officer of Diversity. In addition, there will be an Executive Director of the Library hired in the future. Salem has a new Dean of Arts and Sciences.

ORP, assessment and parking continue to be issues on campus.

*Westfield*

Not present.

*Worcester*

The chapter president met with the provost after she formed “working groups” without going through the union for unit member appointments. The working groups have been dissolved.

HR is dictating to faculty search committees the numbers of finalists that can be interviewed and are being told they have to turn in their search notes. Discussion followed.

Some members want to put out a newsletter regarding the local chapter election candidates.

**Old Business: Gender pay equity study**

There was nothing new to report.

**New Business: Stonehouse Scholarship Fund**

Two scholarships have been created at BSU in honor of Jean Stonehouse, the former chapter president who passed away while in office last year. Ways in which the Board may honor former Board members with donations to scholarships will be discussed at the next Board meeting.

Director Rutter raised the issue of the NSF Advance Grant solicitation of study sites on workload.

The meeting adjourned at 3:10 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary