

**Massachusetts State College Association  
Delegate Assembly  
April 24, 2010  
Fitchburg State College**

The meeting was called to order at 10:00 a.m.

President O'Donnell introduced the MSCA officers, Vice President Amy Everitt, Treasurer Glenn Pavlicek, Secretary Nancy George; Catherine Schwenk, the Parliamentarian; Katherine Pomeroy, the Stenographer from Dunn Reporting Services; Vice President, Dr. Michael Fiorentino, Fitchburg State College; and from the MTA, Donna Sirutis and Bob Whalen. Special thanks went to Roberta Govoni for her work in making the arrangements for this meeting and help at registration; and Sean Goodlett, Michael Turk, and Liz Rodenhiser for their work in helping with the on-site arrangements. Thanks were given to all delegates who gave up their Saturday to represent their colleagues and conduct the business of the union.

Fitchburg State College Executive Vice President Dr. Michael Fiorentino delivered greetings to the Assembly on behalf of Fitchburg State College.

Prof. Michael Turk delivered the welcoming comments to the Assembly on behalf of the Fitchburg/MSCA Chapter.

**First Report of the Credentials Committee:**

Ann Mrvica, Fitchburg, delivered the first Credentials Committee Report: 22 registered delegates, 6 guests. It was moved and seconded to adopt the report. The motion passed.

It was moved and seconded to adopt the standing rules as received. The motion passed.

It was moved and seconded to adopt the agenda, as received, for the Assembly.

It was moved and seconded to amend the agenda to include the Election Committee under MSCA Committees. The motion passed.

The original motion passed as amended.

It was moved and seconded to approve the April 25, 2009 Delegate Assembly Minutes. The motion passed.

**MSCA Officers' Reports**

***President's Report – C.J. O'Donnell***

I would like to express what an honor it has been to serve as President of the Massachusetts State College Association these last two years. The job has been particularly challenging this last year given the financial recession that deepened since we last met and the effects it has had on both

funding for public higher education and our ratified collective bargaining agreement for the day unit. As you are aware, the funding bill languishes in House Ways and Means.

In the fall most other statewide unions were asked by Governor Patrick to agree to concessions after having ratified multi-year agreements. Several of these unions agreed to concessions and their new agreements were included in a supplemental budget recently passed by the House. MTA swiftly and thoroughly lobbied the House to have the higher education contracts included prior to the bill's passage. Those efforts were unsuccessful. MTA did succeed in having an amendment filed to include the higher ed contracts on the Senate side. That amendment was ultimately withdrawn rather than being defeated.

All MTA-affiliated unions have been working on a campaign to fund our collective bargaining agreements for several months now. You may have seen emails asking you to attend meetings that have been scheduled with key Massachusetts State Representatives and Senators of whom you are a constituent. We have the full support, attention and assistance of MTA leadership and their lobbyists in this campaign. We have been joined in this endeavor by the AFT-affiliated faculty union at UMass-Dartmouth.

We will continue to work throughout the spring, and if necessary, this summer and fall to secure funding for these agreements. We will likely call upon you and your colleagues at each public college and university campus to contact your State Representative and Senator as the campaign carries forward.

This year we have seen the Legislature increase the percentage that we pay for our health insurance. We have seen the GIC make mid-year increases to co-pays and deductibles. We have been asked by the Board of Higher Education – at Governor Patrick's behest – for contract concessions just months after we ratified the agreement and just weeks after the governor submitted our funding request stating that "sufficient revenues are projected to be able to fund these agreements." Last week the House budget proposed \$28 million *less* for public higher education than the governor proposed. I don't think State College faculty and librarians, in fact state employees in general, have ever faced a tougher year.

Unfortunately, the financial circumstances the state has faced has made it impossible to establish health insurance and retirement benefits for part-time faculty. As a result, MTA filed a lawsuit to try to achieve health insurance coverage.

It gets more and more obvious each round of contract negotiations that the state's collective bargaining law (Chapter 150E) must be amended to allow the statutory employer of record – in our case the BHE – the ability to submit cost requests for negotiated collective bargaining agreements directly to the Legislature for funding. Governors should not be allowed to continue to hold up negotiated agreements by refusing to "preauthorize" financial parameters, and then ask for concessions after an agreement is ratified.

On a more positive note, the DGCE agreement was settled this fall. This two-year agreement is not subject to state funding and, therefore, the 2% increase due to take effect next spring is not in jeopardy. I would like to thank the DGCE Bargaining Committee Chairperson **Sue Dargan** and

MTA Consultant **Beth Boyer, Pricilla Lyons and Bob Whalen** for their hard work on this agreement.

This Wednesday was our second day of hearings at the Division of Labor Relations on a complaint that was issued regarding the Colleges' excessive use of part-time faculty (in certain departments and at certain colleges) beyond the contractually permitted 15% of three-credit courses. The next hearing day is Monday with the possibility of a fourth day this summer.

We anticipate passage of a bill (H1170) that would change the law to allow state college faculty and librarians to be eligible for sabbatical leaves *during* the seventh year rather than *after* the seventh year.

We are hopeful of passage of a bill (S1173) that would allow faculty in the Optional Retirement Plan (ORP) a one-time opportunity to opt out of the ORP and join, or rejoin the State Employee Retirement System. This was raised as an issue at last year's Assembly.

In closing let me express my appreciation for the assistance and cooperation I have received from the MSCA Officers, Chapter Presidents, members of the Board of Directors and MSCA Chapter and statewide staff. I continue to be impressed with the level of dedication and commitment of everyone involved in the organization.

I further appreciate having been reelected and hope that we will be able to make progress on initiatives important to the State College faculty and librarians as the economy continues to improve.

Thank you very, very much.

***Vice President's Report – Amy Everitt***

On September 4, 2009, the MSCA Board of Directors approved two policies designating the MSCA Vice President as the responsible "officer". First, the MSCA Conflict of Interest Policy states that "*MSCA officials have a fiduciary obligation to act in the best interests of MSCA. The purpose of this Conflict of Interest Policy for MSCA Officials ("CI Policy") is to provide guidance to MSCA officials in complying with this fiduciary obligation.*" The CI Policy further identifies the MSCA Vice President as the "CI Officer" who will implement, monitor, report on, and make recommendations regarding modifications in the CI Policy as appropriate to the MSCA Board of Directors.

The second policy is known as the MSCA Whistleblower Policy and states "*MSCA officials are obligated to comply with the MSCA Constitution and all relevant legal requirements in carrying out their MSCA responsibilities. A failure to meet these obligations – whether intentional or inadvertent-can have adverse consequences for the reputation and operation of MSCA. The purpose of Whistleblower Policy ("WB Policy") is to establish a procedure by means of which any such failures can be brought to the attention of MSCA, so that appropriate action can be taken.*" The Whistleblower Policy charges the MSCA Vice President with implementing, monitoring, reporting, and making recommendations to the MSCA Board of Directors as appropriate. Full text of the policies is located on the MSCA website.

I am pleased to report today that there were no reported incidents with regard to the CI Policy or the Whistleblower Policy.

In addition to my responsibilities as CI and Whistleblower Officer, I have represented the MSCA by lobbying and providing testimony to the Joint Review Committee on Higher Education regarding HB1170 Sabbatical Repeal Bill. This bill was favorably reported out of committee and now sits with the House Ways and Means Committee. I also testified at the Division of Labor Relations regarding the adverse impact of the failure of the Colleges to remedy the 15% cap on the use of part time faculty.

As the end of my first term comes to a close, I would like to express my sincere appreciation for your support. It has been an honor to serve as the MSCA Vice President and I look forward to continuing in this role for the next two years.

***Secretary's Report - Nancy George***

In the past year, as secretary of the MSCA, I attended all MSCA Board meetings; took detailed notes during the meetings; and submitted meeting minutes, in the form of a digital file, to the MSCA President, C.J. O'Donnell, typically no later than a day after each meeting.

Spring semester I supervised the nomination/election process for the 2010 NEA Representative Assembly to be held in this coming July in New Orleans, LA. I would like to congratulate those members who will represent the MSCA at the NEA-RA: Ron Colbert, Fitchburg; Gerald Concannon, Mass Maritime; Robert Coppola, Mass Art; Anne Falke, Worcester; William Fay, Bridgewater; Ken Haar, Westfield; Tej Kalia, Worcester; Len Paolillo, MCLA; Barbara Poremba, Salem; Charles Wellens, Fitchburg.

In closing, thank you so much for allowing me to serve as the MSCA Secretary and for re-electing me in the position. I appreciate the chance to serve the MSCA in this way and I will continue to work on various issues that relate to the role of the MSCA Secretary. Thank you again.

***Treasurer's Report - Glenn Pavlicek***

It was moved and seconded to adopt the auditor's report, as presented in the Treasurer's Report. The motion passed.

It was moved and seconded to go into the committee of the whole to hear the presentation of the budget and the dues. The motion passed.

Treasurer Pavlicek presented the MSCA budget to the Assembly. He noted the dues would not increase in FY 2011.

It was moved and seconded to come out of the committee of the whole. The motion passed.

It was moved and seconded to adopt the proposed FY 2011 budget, as described in the Treasurer's Report.

It was moved and seconded to amend line item 9070 by reducing the budget by \$6000 to reduce cost of mailing and replace with electronic distribution. The motion failed.

The original motion passed.

It was moved and seconded to adopt the proposed FY 2011 dues as described in the Treasurer's Report. The motion passed.

### **Second Report of the Credentials Committee**

Ann Mrvica, Fitchburg/MSCA Chapter, delivered the second Credentials Committee Report: 26 registered delegates, 5 guests. It was moved and seconded to adopt the report. The motion passed.

### **MSCA Committee Reports**

#### ***AA/DIV/EO Committee***

No report submitted.

#### ***Bargaining Committee (Day) – Dan Shartin***

Shortly before last year's Delegate Assembly, the MSCA and BHE/COP reached an agreement for a 2009-2012 contract. This contract was the product of 34 bargaining sessions. What follows is a timeline of some of the significant events, relative to that contract, that have transpired since April 25, 2009.

#### **2009**

May 5 – 14: Ratification balloting.

May 15: Ratification results announced: 771 for, 81 against.

Summer 2009: Several meetings between members of the committee and Mark Peters, counsel for the employer, to iron out “housekeeping” issues in the contract and to clean up the language.

July 10: First paychecks of the new fiscal year, including longevity shares and “formulary” increases. This money is paid by the individual campuses, so it doesn't require funding by the legislature.

July 23: Funding request for 2009 –2012 contract completed by DHE, submitted to Governor Patrick.

September 18: Final draft of the contract completed, signatures collected.

December 14: Governor Patrick submits funding request for MSCA, APA, AFSCME, and MCCC contracts to legislature.

December 18: Mark Peters transmits a proposal to amend the agreement on the issue of expanded use of sick leave time.

**2010**

January 5: Request from BHE to reopen contract negotiations to “secure concessions designed to reduce costs.”

February 5: MSCA Board of Directors votes unanimously to reject the BHE request to reopen the day contract.

April 2: Bargaining team meets to discuss Mark Peters’ proposal of December 18, 2009.

April 6: Signing ceremony.

The process of negotiating a new agreement is a complex and difficult one, and the members of the bargaining team, along with the very able advice and leadership of Donna Sirutis and C.J. O’Donnell, served the members as well as possible during the long months of negotiations. We’re pleased that the results of the ratification balloting show that the members agree with our assessment of the new contract.

As the events chronicled above show, however, progress from a completed and ratified agreement to the funding of that agreement can be at least as arduous as the negotiations were – especially in unstable economic times. Your bargaining team appreciates your support and understands (and shares) your occasional frustration. The team remains committed to seeing the process through to a successful completion.

***Bargaining Committee (DGCE) – Sue Dargan***

On November 16<sup>th</sup>, the DGCE bargaining team reached an agreement with management on a two-year contract. The contract commenced on January 1, 2010 and expires on December 31, 2011 and includes a 2% stipend increase effective spring 2011. Stipends for supervision of graduate and honors theses were increased from 0.25 semester hours of credit of instruction to 0.33, also effective spring 2011. The minimum number of payments during the fall and spring instructional periods was increased from two to three. The only language concession involved the possibility of suspension with pay (Article VI). Although management initially proposed a four-year deal, the bargaining team felt that it was not in our best interest to work for a long-term deal in the current economic climate. The 2% increase that we negotiated for the spring of 2011 is the highest increase of any state union for that year.

For the first time the ratification vote was conducted by mail ballot, and the agreement was ratified by an overwhelming majority (325-yes and 33-no) on January 19<sup>th</sup>. The contract was signed during a ceremony at the Board of Higher Education on April 6<sup>th</sup>.

I would like to thank the following members of the DGCE bargaining team for their hard work: Glenn Pavlicek (Bridgewater State College), Jack McKeon (Fitchburg State College), Ben Ryterband (Massachusetts College of Art), Dana Rapp (Massachusetts College of the Liberal Arts), Jerry Concannon (Massachusetts Maritime Academy), David Goodof (Salem State College), Ken Haar (Westfield State College), and Anne Falke (Worcester State College). I would also like to thank MSCA President C.J. O’Donnell for his leadership during the process, as well as our MTA consultants, Beth Boyer, Priscilla Lyons, and Robert Whalen.

***Elections Committee – Deborah Foss***

The 2010 Election of MSCA Officers cycle began in the fall of 2009. The MSCA Board of Directors adopted the Election Rules and Calendar and approved the Labor Guild as vendor on November 6, 2009. Four MSCA members requested nomination papers after November 1<sup>st</sup>. All four returned their papers by the January 2010 deadline and were subsequently certified by the MSCA Treasurer as having met the constitutional requirement for becoming certified candidates.

The process of submitting candidate statements and photos as well as proofreading statements occurred within the deadlines established by the Election Calendar. At its February meeting the MSCA Board amended the Election Rules to make campus forums optional (given the fact that there were no contested races) One campus requested a forum but all four candidates could not be available at the same time. The ballot, instructions, and envelopes were prepared by the Labor Guild and 2731 ballots were mailed on March 11<sup>th</sup>. An additional 32 ballots were mailed after March 15<sup>th</sup>. No election violations were reported during the process.

The ballot count was held at the Labor Guild on April 2, 2010. I was the only MSCA member in attendance at the ballot count. The Labor Guild reported that 426 ballots had been returned by the April 1<sup>st</sup> deadline. There were no set aside or challenged ballots and no obliteration or masking of control numbers on the outer envelopes of any returned ballots. A total of 426 ballots were counted with the following results:

Office/Candidate	Votes received	Write-in Votes	Blank Ballots
President: C. J. O’Donnell *	388	9	29
Vice President: Amy Everitt *	395	5	26
Secretary: Nancy George *	396	5	25
Treasurer: Glenn Pavlicek *	393	4	29

\*elected

No written challenges were received by the April 12, 2010 deadline. The Labor Guild certified the results on April 13, 2010. The cost of the election (excluding chair’s travel) was \$5786.58.

In summary, the 2010 election of MSCA officers was conducted in accordance with the Election Rules and Calendar. Even though there were no contested races, conducting the election places substantial demands on individuals and offices. The success of the process is due to the cooperation, coordination, good humor, and patience of many people. I wish to express my sincere gratitude to the certified candidates, chapter presidents, members of the MSCA Elections

Committee, Glenn Pavlicek and Melissa (MSCA Treasurer's office), Pat Markunas (communications), and C.J. O'Donnell and Roberta (MSCA President's office) for their assistance and cooperation throughout this academic year.

It was moved and seconded to adopt the report of the Elections Committee. The motion passed.

***Grievance Committee – Sandra Faiman-Silva***

I. Statewide Grievance Committee

The Committee met on three occasions to review and vote on grievances pending at Step III. Seventeen cases were advanced to mediation and arbitration. These include grievances over tenure denial, promotion denial, post-tenure review, denial of Day and DGCE courses to part-time faculty, denial of program area chair stipends, pay dates for part-time faculty, incorrect compensation for hybrid courses.

II. Campus advocacy

Grievance officers on every campus work tirelessly to resolve matters at Step I or Step II. Often they are aided by the diligent efforts of the Chapter Presidents. Although this can be disheartening work when the administration designees who hear grievances are merely going through the motions, it can be very rewarding when both sides reach resolutions. Much appreciation is owed to the following for their advocacy at their respective institutions during the past year: Jean Stonehouse, Glenda Ouellette, Sean Goodlett, Robert Donahue, Sam Schlosberg, Dana Rapp, Joseph Murphy, Margaret Vaughan, Amy Everitt, Gregg Neikirk, Ken Haar, Penny Martin and Anne Falke. Additionally, MSCA President C. J. O'Donnell deserves credit for his contributions to the resolution of disputes throughout the system.

III. Resolutions after Step II

A. Mediation

Of eight grievances that were mediated during this period, only two settled in the course of mediation. This represents a lower rate of settlement than in past years, and we do not know whether this disappointing phenomenon is a new trend or merely an anomaly. In December, the MSCA began to use the services of the Massachusetts Board of Conciliation and Arbitration for grievance mediation. The costsavings to the parties is substantial. We are assessing the efficacy of this service before deciding to continue or to expand its use.

B. Post-mediation settlements

Two cases were resolved after the conclusion of mediation. One resolution was effected through informal conversations between the previous Grievance Committee Chair, Margaret Vaughan, and the President of the college where the



grievance arose. One was settled the day of the arbitration hearing in a series of hallway discussions.

IV. Arbitration

A. Post-tenure review

The consolidated grievance concerning the first year of post-tenure review reached a second day of arbitration, which was called off. The reason was that the MSCA asked the arbitrator to step down when he revealed that one of the faculty members whose post-tenure review was at issue was one of his neighbors. This matter has been rescheduled with a different arbitrator for two days in June, 2010.

B. Compensation

A grievance concerning the rate of compensation for supervising administrative interns was found by the arbitrator to be untimely. The lesson in this case is that if you let more than ten days pass without filing a grievance while you try to resolve a matter with informal discussions, and you have not obtained a written extension from the administration, you will likely forfeit your rights.

V. Division of Labor Relations

This is the state agency that enforces the Massachusetts public sector collective bargaining law, Chapter 150E. The DLR rules on unfair labor practices as well as questions of bargaining unit composition and union representation.

A. Weingarten case

A case concerning denial of “Weingarten rights” was resolved with the assistance of a DLR mediator. Weingarten rights arise when a unit member is being investigated about allegations that could lead to discipline. In that situation, the unit member has a right to bring a union representative to an investigatory meeting.

B. Retaliation for engaging in protected activity

A case is pending at the DLR concerning possible retaliation against a faculty member for having consulted the Chapter President about a contractual question.

C. Reneging on a settlement agreement

Two days of hearings have been held in a case concerning the failure of some of the college presidents to observe the cap on assignment of part-time faculty to teach Day courses.

Another case involving renegeing on a settlement agreement concerning a disciplinary suspension is scheduled for mediation in July 2010.

VI. Complaints against unit members

From time to time unit members are the targets of complaints, for example, in a grade dispute or where discrimination is alleged. The MSCA and MTA can be of assistance to the individual and the Chapter in providing guidance and support in such crises. One of these cases arose in the past year, leading to a lengthy investigation during which the statewide MSCA and MTA were involved.

If you have questions about grievances or other employment-related matters, please contact your campus Grievance Officer or your Chapter President promptly.

If you have questions about this report, please contact Sandy Faiman-Silva at [sfaiman@aol.com](mailto:sfaiman@aol.com) or Donna Sirutis at [dsirutis@massteacher.org](mailto:dsirutis@massteacher.org).

***Legislation Committee***

No report submitted.

***Librarians Committee - Nancy George***

*Committee Membership:*

The committee membership included the following MSCA members: Millie Gonzalez (Framingham), Nancy George (Salem), Linda Kaufmann (MCLA), Natasha Kahn (Fitchburg), Richard McElroy (Mass Art), Pam McKay (Worcester), Brian Hubbard (Westfield). President O'Donnell served as an ex-officio member and Nancy George served as chair of the committee.

*Communication:*

Throughout the year the committee communicated using email, phone, a private wiki, and Google docs. The committee is also investigating the use of Skype for committee meetings.

Nancy George represented the committee at MSCA Board meetings and in librarian-related discussions with other Board members.

*Activities:*

A librarian survey was completed. The MTA posted the survey and the majority of MSCA librarians participated in the survey. The results of the survey were distributed to librarians and a report on the survey will be produced in the near future.

The committee is also actively working on language for legislation that would allow librarians to participate in the optional retirement plan.

**Massachusetts Teachers Association - Reports**

***MTA Director – Ron Colbert***

Welcome to the MSCA Delegate Assembly at Fitchburg State College. This is my home chapter where I serve as Chapter Treasurer. I hope you enjoy the day.

As you know I currently sit on the MTA Board of Directors representing Region 45-H as a District Director. In this role I also serve on the Higher Education Leadership Council, HELC.

The Board of Directors has control of the affairs of the MTA. It meets approximately seven times a year. A representative body, it is composed of the President, Vice President, Executive Director-Treasurer, Regional Executive Committee members, District Directors, At-large Directors for Education Support Professionals, Ethnic Minorities and Retired Members, the NEA Directors and the NEA At-large Director for Education Support Professionals.

As the elected MTA state college faculty and librarian statewide director, I attend and participate in numerous meetings.

**MTA Board Scheduled Events/Meetings**

Saturday, August 1, 2009  
Sunday, August 2, 2009  
Friday, October 6, 2009  
Saturday, October 7, 2009  
Friday, January 29, 2010  
Saturday, January 30, 2010  
Friday, March 26, 2010  
Saturday, March 27, 2010  
Thursday, May 6, 2010 – Annual Meeting Boston  
Friday, May 7, 2010  
Saturday, May 8, 2010  
Wednesday, June 9, 2010  
Friday, June 11, 2010  
Saturday, June 12, 2010

**HELC Meetings**

Friday, September 11, 2009  
Friday, October 9, 2009  
Friday, November 13, 2009  
Friday, January 15, 2010  
Friday, February 12, 2010  
Friday, March 12, 2010  
Friday, April 9, 2010  
Friday, May 14, 2010  
Friday, June 11, 2010

I also regularly report at monthly meetings of the MSCA Board of Directors on:

Friday, September 4, 2009  
Friday, October 2, 2009  
Friday, November 6, 2009  
Friday, December 4, 2009  
Friday, February 5, 2010  
Friday, March 5, 2010  
Friday, April 2, 2010  
Friday, April 23, 2010  
Friday, June 4, 2010

Special meetings were held on Friday, December 4 and Saturday December 5, 2009 at the MTA Higher Education Conference in Framingham and on Tuesday, March 30 with Paul Reveille and Lt. Governor Tim Murray in Natick, MA.

One of my roles is to remind other directors of the challenges our MSCA union and our higher education institutions currently face. I have witnessed a solid awareness and action being taken on our issues within the MTA professional leadership. Colleague directors are aware of the battles we face contractually and state funding support issues.

Simply put, as director I share responsibility to participate in the governance of our MTA union. I am always aware that as a board member I have dual responsibilities to the MSCA union members and as an education association leader to children and youth that we serve in our public schools, community colleges, state colleges, and state universities.

As I finish my second year on the Board I have witnessed how board directors provide continuity to the Association. Directors are asked to:

- provide opinions on advocacy issues,
- review and evaluate the performance of MTA professional leadership,
- provide guidance in decisions about personnel management,
- establish priorities and ensure the organizations capacity to carry out association's agenda,
- review the fiscal accountability of the association,
- approve the budget,
- accept and formulate policies, and
- monitor the organization's programs and services.

Directors debate, dialogue and plan. Emphasis is always on statewide issues including our long-term funding crisis. Collectively the MTA is working to protect our benefits and safeguard our professional lives. Directors candidly discuss innovations in education and national/state/local issues that affect our MTA mission.

Directors are not involved in the day-to-day operations of the MTA staff or headquarters but have exclusive votes on top-level policies and plans for the MTA.

Some of the public policy and MTA issues that continue to receive focus at meetings included:

- Question 1: The ballot initiative to repeal the state income tax.
- Reduction of health care costs for municipalities.
- Continued opposition to the Group Insurance Commission's decision to impose higher co-payments and substantial deductibles on all employees covered by the GIC.
- The American Recovery and Reinvestment Act's efforts to create and protect jobs and make investments in education.
- Health insurance for part-time instructors at community colleges, state colleges and UMass.
- The election of Scott Brown on January 19 to fill the unexpired term of the late U.S. Senator Edward M. Kennedy.
- Charter school expansion plans in Massachusetts.
- Charter school and child care (early childhood) union organization.
- Race to the Top motivators.
- State budget shortfalls.
- Viability of increasing revenues.
- Opposition to "reform" the state pension system.
- Grassroots training with Wellstone.
- Real Estate and Building Renovations.
- The MTAB Insurance sale.
- MTA cost saving measures.
- The Upcoming Governor's Election

At meetings there is always support from my community college representatives. The two directors from MCCC continue to support us with a combined voice for public higher education.

This report is only a snapshot of what took place this academic year. A compilation of MTA activities, and summaries of MTA actions and initiatives, are available on the MTA website.

I am grateful to my MSCA colleagues for allowing me to represent you as we move forward during these difficult times. I remain committed to serving Region 45H.

***BHE/MTA Health and Welfare Trust - Glenn Pavlicek***

The Board of Higher Education/Mass Teachers Association Health and Welfare Trust Fund administers the Dental Plan and Vision Discount plan for all employees in Public Higher Education who are affiliated with the MTA. There are twelve Trustees, six appointed each by management and by labor. Currently, the fund represents approximately 8500 individuals who hold either individual or family dental plans. Funding is provided solely by State Contributions of \$12 or \$13 per week per employee (depending on the bargaining unit to which they belong). This amount is expected to increase by 50 cents per week per employee in January 2011 (pending contract funding).

The Dental Plan is currently administered by MetLife. For the 2009-2010 year, we were able to negotiate a continuation of the plan at no increase in premium over the prior year. We were also able to maintain the maximum benefit per person per year of \$1000 and added the current Vision discount plan. We are currently in the process of negotiating next year's contract, for which we have a rate cap of 8%. Given that our revenues from the state will increase by only approximately 2% next year, we are proceeding carefully with our negotiations.

Any members having issues with their dental or vision plans can contact any Trustee who can put them in touch with either McKenzie and Company (eligibility manager for the trust) or with our direct representative at MetLife.”

**Final Report of the Credentials Committee**

Ann Mrvica, Fitchburg/MSCA Chapter, delivered the final Credentials Committee Report: 26 registered delegates, 5 guests. It was moved and seconded to adopt the report. The motion passed.

**New Business**

It was moved and seconded that the MSCA President appoint an ad hoc committee to consider the process of distribution of the *MSCA Perspective* and report its recommendations to the MSCA Board of Directors no later than its December 2010 meeting for incorporation into the proposed MSCA 2012 budget. The motion passed.

**Adjournment**

The meeting adjourned at 12:15 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary