

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
February 3, 2017  
MTA Auburn**

**Present:** Berg, Birch, Bullens, Chenault, Colligan, Craighead, Donohue, George, Gubbins, Hegbloom, Hennessy, Mason, O'Donnell, Rutter

**Guests:** Roberta James (MTA), Hemant Pendharkar (Worcester), William Shakalis (Worcester), Keith Washington (MassArt)

**Approval of the Orders of the Day:**

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

The motion passed.

**Approval of the Minutes:**

It was moved and seconded to approve the minutes of the December 2, 2016, meeting.

The motion passed.

It was moved and seconded to approve the minutes of the January 6, 2017, meeting.

The motion passed.

*President's Report – C.J. O'Donnell*

*Committee Appointments*

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

Day Bargaining Committee alternate: Katie Riel (MassArt)

The motion passed.

*January 1, 2017 Salary Increases*

The last across the board salary increases under the 2014-2017 day CBA have been implemented.

*Spring 2017 Stipends Increases*

The new spring 2017 DGCE stipends should also be in effect everywhere except at Mass Maritime. Increases there will take effect at the start of the spring instructional period at the end of February.

*MTA Higher Ed Positions*

There is one open MTA consultant position within the higher ed division. A search for the position is wrapping up.

Katie D'Urso is the interim Director of Higher Education and a search is ongoing for a permanent hire.

### *GIC Changes*

GIC is proposing significant increases in co-pays and deductibles rather than premium increases for the 2017-18 enrollment year. A number of MTA affiliates – along with retirees and other unions – testified at a public hearing on February 1<sup>st</sup>. Robert Donohue, Virginia Rutter and President O'Donnell testified. A copy of President O'Donnell's testimony will be posted on the MSCA website by Monday. A final vote on changes will be made on February 9<sup>th</sup> and we will be attempting to get our members to email commissioners regarding the proposed changes.

### *MSCA Reimbursement Policy*

It was moved and seconded to approve the Proposed MSCA Reimbursement Policy as distributed.

It was moved and seconded to amend the policy with the following change:

The reimbursement should be submitted within 60 days of encumbrance. The motion passed.

The original motion, as amended, passed.

### *MSCA Treasurer Office*

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 report out of executive session the following motion:

It was moved and seconded that the Board directs the MSCA President to request the Treasurer to develop and report to the Board a profile of Treasurer's supervisory plans including a job description for all employees, a work plan for the Treasurer and all employees, and a budget (of the work plan) that reflects the above, starting March 1, 2017. The motion passed.

The motion passed.

### *Investment Committee*

It was recommended the President O'Donnell convene the Investment Committee.

### *Vice President – Robert Donohue*

President O'Donnell's testimony at the GIC insurance hearing was very strong. Director Rutter also presented a terrific testimony. Director Rutter was the last person to testify.

Vice President Donohue updated the website software so that now individual chapters may edit their own pages.

Appendix O forms have been updated and are now available on the web page.

*Treasurer's Report – Glenn Pavlicek*

In the absence of Treasurer Pavlicek, President O'Donnell distributed and reviewed the monthly expenses.

*Secretary's Report – Nancy George*

Nominations for the 2017 NEA Representative Assembly, to be held in Boston, MA from June 30, 2017 through July 5, 2017, are now open.

Please print, fill out and return the nomination form, which is available on the MSCA web page, and return it to Secretary George by 5:00 p.m. on March 10, 2017.

The MSCA has 18 delegate seats this year. If more than 18 members self-nominate then a run-off election will be conducted by mail with ballots mailed out on March 20, 2017 to be returned by April 3, 2017.

**MSCA Committee Reports:**

*Bargaining*

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.

*Librarians Committee – Shakalis*

Chair Shakalis provided Board members with a brief overview of a grievance as it relates to the essential personnel issue at Worcester State University.

Fitchburg State created a reference librarian position out of a vacant electronic resources librarian position. The duties formerly done by the electronic resources librarian were transferred to a technical services librarian and to a newly created APA position within the library. There is the concern of deprofessionalization of librarian positions. Discussion followed.

*Grievance – Pendharkar*

The chair of the Grievance Committee provided Board members with a Grievance report.

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 suggested that a grievance manual be created for members so that they know the details on how grievances work.

**MTA Reports:**

*DGCE – Ted Lewis*

Not present.

*Day – Roberta James*

Any members who have green cards or visas to work in this country should speak with their institutions' presidents. MTA's general consul may be able to help members with problems remaining in the US due to President Trump's new executive order on immigration rules/regulations. Lists of those members affected should be created.

Chapter presidents should not be signing labor certifications. The MSCA President should be contacted.

Westfield Chapter President Hennessey stated that an organization that she works with has pro bono attorneys who can help with individual cases.

*Health & Welfare Trust – Nancy George*

Trustee George provided Board members with a brief report. She stated that two trustees attended this year's trustee conference and a new trustee workshop and that they found it very useful. After returning, they provided other trustees with a report and access to conference and workshop materials.

In addition, Trustee George, relayed to Board members that the issue of legislative funding was brought up at the last meeting. During the discussion at the Trustee's meeting, it was requested that the BHE provide the Trust with the October snapshot of members.

*Board of Directors – Keith Washington*

Director Washington provided Board members with a brief report on the MTA Board's recent activities.

Director Washington also spoke on the MTA's Ethnic and Minorities Affairs Committee and questioned the activities of the MSCA's Affirmative Action/Equal Opportunity/Diversity Committee. Discussion followed.

It was decided that Director Rutter and Chapter President Hennessey would work on revising the committee charge in the MSCA Constitution. Vice President Robert Donohue has agreed to be the point person for this.

**Chapter President Reports:**

*Bridgewater*

The first billing letter sent to members is harsh and needs to be changed.

There is an issue of faculty pay is handled at different campuses. In addition, there is the timing element, for example, if someone is hired in the spring versus the fall semester. President O'Donnell will work with the Bridgewater Chapter President on this issue.

*Fitchburg*

No report.

*Framingham*

A faculty member who was thought to be a threat to himself or others has been banned from campus.

President Cevallos wrote a great letter in reaction to President Trump's executive order on immigration.

Payroll claims to begin pay for faculty at the end of August. This has give rise to an issue for a recent retiree. A grievance has been filed.

*MassArt*

No report.

*MCLA*

There are multiple issues with the new president.

John Lewis will be the speaker at graduation.

There have been a number of disagreements and conflicts between faculty and the administration.

*Mass Maritime*

No report.

*Salem*

There are many issues on campus. Chapter meetings have been called and the membership has attended meetings in strong numbers.

The Board of Trustees selected faculty to serve on the Presidential Search Committee who were not the faculty submitted by the Salem Chapter to serve on the committee.

Caps for day classes are very large. Department chairs were not consulted and the rooms are very full.

The graduate program used to have over 9000 students; now it is down to 2000 students.

*Westfield*

The university's search for a Provost is winding down. One of the finalists is a dean from Bridgewater.

The Academic Restructuring Committee has recommended two different models to the president.

There may be two tenure removals.

*Worcester*

A question was posed regarding when APRs should be provided to faculty versus when there should be a Program Area Chair. Discussion followed.

It was noted that there is no faculty coordinator or Program Area Chair of the first year seminar program.

The meeting adjourned at 3:15 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary