

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
September 7, 2018  
MTA Regional Service Center - Auburn**

**Present:** Bullens, Chenault, Craghead, Diakite, Donohue, Eve, George, Gubbins, Gullen, Hegbloom, Hibbert, Krishnamurthy, Love, O'Donnell, Ramsden, Riel, Rutter, Seceleanu, Washington

**Guests:** Sean Barrett (MTA), Amy Everitt (Salem), Roberta James (MTA), Hemant Pendharkar (Worcester)

The meeting was called to order by President O'Donnell at 10:05 a.m.

**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 table the minutes from the June 1, 2018, meeting until the October, 2018 meeting. The motion passed.

**MSCA Officer Reports:**

*President – O'Donnell*

*2018 MTA Summer Conference*

It was moved and seconded to authorize reimbursement for lodging at the dorm rate, mileage, tolls, registration and food for any member who attended the 2018 MTA Summer Conference, with a cap of \$5,000. The motion passed.

*DGCE Contract*

The contract is being signed, has been submitted to OER, all changes have been agreed to the new contract is posted on the website. As the institutions will be funding the contract, the contract will not be delayed by OER. The new rates should be in effect this semester and retroactive payments are being processed.

*2018-2020 Committee Appointments*

President O'Donnell presented Board members with an overview of the process and requested committee nominations be sent to him by September 25, 2018 for confirmation at the October 5, 2018 Board meeting.

It was moved and seconded to approve the *Proposed Calendar and Procedures for Election of MSCA*

*Committee Chairpersons for the 2018-2020 Term.*

It was moved and seconded to amend the original motion to include the following **BOLDED** text:

October 8, 2018: Committee members will be notified of their appointment and of the procedure for the election of a committee chairperson. ***Committee members interested in running for chair should provide to the MSCA vice president a brief statement of candidacy.*** A different letter will be sent to bargaining committee alternates (they do not vote in the election of chairperson and are ineligible to be elected as chairperson or vice chairperson).

October 12, 2018: The MSCA Vice President ***shall distribute candidacy statements to members of the election committee*** and conduct the election of the chairperson of the Elections committee. A vice chairperson may be elected as well. The election shall be by email. The elected chairperson (and vice chairperson, if any) shall be notified as soon as practicable after the election.

October 19, 2018: The chair of the Elections committee *shall distribute candidacy statements to members of the committees* and conduct the election of the chairperson of the all other standing committees. A vice chairperson may be elected for each standing committee. The election shall be by email.

The motion on the amendment passed.

The original motion passed as amended.

#### *Membership Efforts*

Thus far, there are 38 former agency fee payers who have converted to union membership. These members will be mailed a blue, MSCA logo mug.

As far as president O'Donnell could recollect, there has been only one union member who was on payroll deduction who has dropped his/her union membership.

All full-time agency fee payers were sent a letter from President O'Donnell outlining the benefits of union membership. It is to be noted that Bridgewater Chapter President, Maria Hegbloom, wrote a similar letter that has been equally effective in convincing former agency fee payers to become union members.

Additional membership effort strategies were discussed including the ongoing door knocking efforts.

#### *Day Contract*

The tentative agreement was signed by President O'Donnell on June 20, 2018 and by Commissioner Santiago on July 16, 2018. It is unclear at this point whether the TA has been submitted to the governor despite repeated efforts to find out by President O'Donnell. The Council of Presidents has been unable to provide the MSCA with information on the status. Responses from the BHE have been slow in coming and ambiguous. Discussion followed.

#### *Equivalency Credits for the Day Contract*

A consolidated grievance has been filed regarding the presidents' refusal to implement the new, higher equivalency ratios. Information on this grievance is on the MSCA web page.

#### *Vice President – Donohue*

Board members were emailed links to the Whistleblower and Conflict of Interest Policies.

Vice President Donohue will be updating Google apps; the MSCA web page was updated over the summer.

Vice President Donohue drew the attention of the Board to the hard work performed by the President O'Donnell, Grievance Chair Pendharkar, Day Bargaining Chair Everitt and DGCE Bargaining Chair Rutter over the summer.

#### *Treasurer – Love*

##### *Audit*

The audit has been completed. Treasurer Love distributed and reviewed a draft of the audit. Discussion followed.

##### *Database Transition*

The membership database conversion is progressing well. Treasurer Love recently met with MCCC staff to work on the conversion. The changes that will be made to the database system to accommodate our needs will also assist MCCC in keeping the database system updated for their unit. It is hoped that conversion will be completed by December 1, 2018.

##### *Treasurer's Office Staffing*

Treasurer Love distributed and reviewed the office's organizational chart. Fifty percent of the Bridgewater

Chapter secretary is now being paid by the state-wide MSCA as half of her work assisting in the Treasurer's office. The Administrative Assistant position in the office is still vacant. This is due to the other staff being too busy to recruit/hire/train a replacement during this busy time of year. There is a need for an additional staff member due to the high volume of work in the office. It was requested that Board members not make time sensitive demands on Treasurer Office staff due to their limited staffing situation.

*Approval of Employee Hours*

Treasurer Love reminded the Board that last year it approved a new time sheet to be used by all chapter offices for MSCA employees. He will distribute it to chapter presidents in the next week.

*Termination of Contract with Barr Media*

It was moved and seconded to terminate the contract to create a membership database with Barr Media. The motion passed unanimously.

*Secretary – George*

No report.

**Chapter Presidents Reports:**

*Bridgewater*

A joint APA/MSCA event is being planned to be held on campus in the near future.

Retired faculty have requested to serve on PEC's this year. The chapter president told the persons they could not serve.

There have been issues with the state university Equal Opportunity Plan on campus. The chapter president believes that a faculty member is being investigated without the faculty member's knowledge. Discussion followed.

President O'Donnell and Consultant James both stated that any faculty member or librarian who has been requested to speak with the EO office should immediately contact the union.

A Bridgewater faculty member recently asked if MTA Legal provides assistance regarding immigration or visa issues. Discussion followed.

It was noted that at this time MTA Legal does not provide this type of assistance, and that it is the employer's responsibility to provide faculty and librarians with assistance obtaining work visas.

*Fitchburg*

New member recruitment yielded nine new union members.

The chapter is planning on conducting short workshops on different parts of the contract.

The university has a new online, diversity training program.

There is a faculty member who received a professional development plan as part of their reappointment. Discussion followed.

The chapter would like to create a student PHENOM chapter on campus. There are many students who would benefit from the opportunity to work with PHENOM. Chapter leadership is working with PHENOM to make this happen.

*Framingham*

Framingham faculty received the retroactive DGCE payment in today's pay.

Part-time faculty were wondering if they could have additional employment contracts. After investigating this issue, the administration stated that if the member's hours associated with their faculty position exceeds their hours on other state employment contracts the employee is considered a special employee and the other contracts are allowed.

Any questions and concerns regarding Early College initiatives need to go to President O'Donnell. Appendix O's and Q's have been received and will be sent to the Treasurer's office. President O'Donnell reminded chapter presidents that they should receive them by October 31<sup>st</sup>.

*MassArt*

Part-time member Jaime Wilson is the new chapter treasurer.

An part-time faculty member will meet with the chapter's executive board. It is hoped that the inclusion of an adjunct representatives on the Board's membership will be included in future changes to the constitution and bylaws.

Kymerly Pinder is the new provost. She was previously at the University of New Mexico.

New committees created as a result of the strategic planning are meeting. Most are one year special project committees.

The South Building was recently deemed uninhabitable. This has been very disruptive as faculty from two departments had to move out of the building two weeks before the semester started. The chapter will begin revising their constitution and bylaws this fall.

*MCLA*

There has been a large turnover of faculty, staff, and administrators.

Emily Williams is the new VP of Academic Affairs. The chapter president met with her and provided her with advice.

The new VP of Advancement is an alumnus and was previously at Westfield State University.

The first faculty forum is next Tuesday. The agenda will be based upon information gleaned from this meeting. Nine new members joined the union. The chapter treasurer is providing new faculty with information on the benefits of union membership.

*Mass Maritime*

Todd Hibbert is MMA chapter's new director.

MMA president Fran McDonald is chair of the COP.

The Academic VP, Brad Lima, will be retiring in April. A search committee is being formed to find a replacement.

Parking is a problem on campus. Most parking along the state pier is full. More spaces are needed for faculty. Some special student spaces are in prime campus spots, taking away from faculty parking options.

The chapter president heard that the faculty lounge may be partially converted into faculty offices. Although faculty need more offices, contractually the lounge should remain as is.

*Salem*

Information on a 3 plus 3 program was sent to Arts and Sciences chairs; when asked about this information, the provost knew nothing about it. The Provost said the program would not be implemented unless it goes through governance.

Given the late notice that the new laboratory equivalencies would not be honored this semester, faculty in Arts and Sciences would like to return to work to rule.

Chapter leadership met with new faculty members in August.

A faculty member has raised a concern about the length of the spring semester. The calendar was looked at by chapter leadership and deemed to comply with the contract.

The recent climate survey done by Rankin and Associates continues to be discussed by the administration. According to the survey, 47% of students are Pell Grant eligible and 39% of Salem students are people of color.

The hiring freeze continues.

*Westfield*

Strategic planning continues. Core reform is underway. *Transition to College* is rocky and confusing.

The new provost is the former chief of staff. The former dean of faculty is the new chief of staff.

Due to the APA contract situation, faculty boycotted the convening meeting on the AUC.

*Worcester*

There are 12 new campus-wide committees, faculty are responding.

New faculty were told that their salaries are capped by the contract. A dean told part-time faculty that the department chair should be negotiating their salaries.

The new equivalencies are not in effect. This is problematic for part-time members who, with the higher ratios, would be considered full-time.

The Worcester chapter president noted that the administration is required to hold a workshop with department chair in the September or October fall.

MSCA Committee Reports:

*AA/EO/DIV*

Not present.

*Bargaining – Everitt*

President O'Donnell noted that he requested confirmation from the BHE and MTA on whether the FY2018 revenue number has been certified.

Strategies regarding bargaining and the CBA were discussed.

All updates regarding bargaining are on the MSCA web site.

The CBA was ratified and the entire CBA is in effect, except those that are funding issues.

*DGCE Bargaining – Rutter*

The contract is finished and posted on the MSCA website.

*Elections - Mabrouk*

Not present.

*Grievance – Pendharkar*

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 - Zeff*

Not present.

**MTA Reports:**

*Day – James*

Consultant James had handouts outlining the benefits of union memberships for Board members. She also discussed issues around EO/Title IX investigations.

*DGCE – Barrett*

Consultant Barrett recently had a number of productive meetings with DGCE members.

*Health and Welfare Trust – George*

The Trust is meeting later this month; thus, nothing new to report.

*Board of Directors – O'Donnell and Washington*

No report.

**Old Business:**

Vice President Donohue raise concerns about Early college initiatives going on at the state universities. Other old business items were not discussed.

MSCA Board Minutes  
September 7, 2018

**New Business:**

It was moved and seconded to create a special committee for adjunct faculty members. The motion passed unanimously.

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary