

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
October 5, 2018  
MTA Regional Service Center - Auburn**

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

**Guests:** Amy Everitt (Salem) – via conference call, Roberta James (MTA), Hemant Pendharkar (Worcester), Katie Riel (Mass Art)

**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 June 1, 2018, minutes. The motion passed.

It was moved and seconded to approve the September 7, 2018, minutes.

It was moved and seconded to amend the September 7, 2018, minutes by making editorial changes to the Fitchburg chapter report.

The motion passed.

The original motion passed as amended.

**MSCA Committee Reports:**

*Bargaining – Everitt and 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.

**MSCA Officer Reports:**

*President – O'Donnell*

*Board Meeting Dates*

It was moved and seconded to approve the board meeting dates as distributed. The motion passed.

*2018-2020 Committees*

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

*AA/EO/DIV*

Walter Harper (Bridgewater)

Diego Ubeira (Fitchburg)  
Virginia Rutter (Framingham)  
Nicole Porther (MCLA)  
Anton Smith (MMA)  
Gabe Aquino (Westfield)

*Credentials*

Josh Moulding (Bridgewater)  
Sarah Mabrouk (Framingham)  
Donna-Marie Cecere (Mass Art)

*Day Bargaining*

Maria Hegbloom (Bridgewater)  
Aruna Krishnamurthy (Fitchburg)  
Virginia Rutter (Framingham)  
Katie Riel (Mass Art)  
David Eve (MCLA)  
Elaine Craghead (MMA)  
Amy Everitt (Salem)  
Margot Hennessy (Westfield)  
Don Bullens (Worcester)

*Day Bargaining Alternate*

Irina Seceleanu (Bridgewater)  
Jen Berg (Fitchburg)  
Robert Donohue (Framingham)  
Graziana Ramsden (MCLA)  
Nick Aieta (Westfield)  
Sam O'Connell (Worcester)

*DGCE Bargaining*

Irina Seceleanu (Bridgewater)  
Rala Diakite (Fitchburg)  
Virginia Rutter (Framingham)  
Ben Ryterband (Mass Art)  
Graziana Ramsden (MCLA)  
Nick Aieta (Westfield)  
Don Bullens (Worcester)

*DGCE Bargaining Alternate*

Maria Hegbloom (Bridgewater)  
Aruna Krishnamurthy (Fitchburg)  
Robert Donohue (Framingham)  
David Eve (MCLA)  
Margot Hennessy (Westfield)  
Julie Frechette (Worcester)

*Elections*

Paulina Sabinin (Fitchburg)  
Sarah Mabrouk (Framingham)  
Max Grinnell (Mass Art)  
Deb Foss (MCLA)  
Tanya Mears (Worcester)

*Grievance*

Brian Payne (Bridgewater)  
Rala Diakite (Fitchburg)  
Robert Donohue (Framingham)  
Greg Wallace (Mass Art)  
Ely Janis (MCLA)  
Todd Hibbert (MMA)  
Anne-Marie Hakstian (Salem)  
Gregg Neikirk (Westfield)  
Hemant Pendharkar (Worcester)

*Legislation*

Maria Hegbloom (Bridgewater)  
Michael Stassen (Fitchburg)  
Robert Donohue (Framingham)  
Jamie Wilson (Mass Art)  
Tiffany Chenault (Salem)

*Librarians*

Pamela Hayes Bohanan (Bridgewater)  
Linda LeBlanc (Fitchburg)  
Suzanne Meunier (Framingham)  
Caitlin Pereira (Mass Art)  
Pam Contakos (MCLA)  
Nancy George (Salem)  
William Lundmark (Worcester)

The motion passed.

*Membership Efforts*

Thus far, there are 57 new members, who were formerly agency fee payers, due to membership recruitment efforts. All new members will be mailed a blue, MSCA logo mug.

*MCCC Motion*

The MCCC motion was distributed and discussed.

The following motion was moved and seconded:

*The MTA publication entitled, The Public Schools and Colleges Our Students Deserve, prepared by the MTA's Education Policy and Practice Committee copyrighted 2018, was*

*created with no input from the MSCA. The MSCA demands input into the content of the publication and insists that the publication in its current form not be distributed. Producing a policy document involving higher education, without any input from the MSCA, violates our philosophy of a democratic union.*

It was moved and seconded to amend the motion to remove the following:

*Producing a policy document involving higher education, without any input from the MSCA, violates our philosophy of a democratic union.*

It was moved and seconded to table the motion. The motion passed.

*Vice President – Donohue*

Vice President Donohue has been reviewing chemical hygiene plans. For various departments, these plans may have a significant impact on departmental policies and procedures. It is state law that demands that these plans be produced.

Board members were emailed links to the *Whistleblower* and *Conflict of Interest Policies*. During the meeting, the *Conflict Of Interest* signature forms were distributed with signatures collected.

Vice President Donohue has been assisting chapters with their chapter web pages.

Christopher Gullen (Westfield) volunteered to serve as Social Media Specialist/Manager for the MSCA.

Prior to Delegate Assembly deadlines, the board needs to consider a MSCA Part Time Faculty Committee.

Early College plans are emerging. It was requested that chapter presidents find out how they are being implemented. Thus far, they are happening at Salem and Worcester. This affects both the MSCA and PreK-12 units. Discussion followed.

*Secretary – George*

No report.

*Treasurer – Love*

*Database Transition*

The member database conversion is underway. Treasurer Love continues to meet with MCCC staff to work on the conversion. The complete conversion should be done by December 1, 2018.

*Treasurer's Office Computers*

Bridgewater State University's ITS department assisted the Treasurer's Office during a significant hardware malfunction of its office computers. Treasurer Love reported that there are now two functioning computers in the office, with the hopes of a third computer becoming operational in the near future. This additional, third computer, will be used by a future staff member.

*Monthly Expenses*

Treasurer Love distributed the monthly expense handout to board members. Discussion followed.

It was noted that the anticipated loss of \$17,000 in revenue, due to the Janus decision, will not happen. This is because we have gained new MSCA members, who were formerly agency fee payers.

*Time Sheet*

A new time sheet for office staff members was distributed. Discussion followed.

It was moved and seconded to approve the time sheet as distributed. The motion passed.

**Chapter Presidents Reports:**

*Worcester*

Chapter leadership have not be notified by the provost of Professional Development funds. A survey of chapter presidents revealed that some chapters have been notified and others have not.

The chapter is having difficulty staffing the Promotions Committee.

Graduate students are enrolling in day, undergraduate courses.

*Westfield*

There has been many questions on campus regarding involvement in campus activities.

It was moved and seconded that we support the legislative proposal to increase the tuition waiver policy. The motion passed.

*Salem*

There was a chapter meeting this past Monday. Chapter leadership is trying to communicate clearly with members' current issues and challenges and how to be involved with union activities.

There was confusion, by the provost, regarding APR use.

There have been two unfair terminations of tenure track faculty members.

*MCLA*

There is a new AVP for Academic Affairs, who continues to learn the procedures and policies regarding staffing committees.

*MMA*

The dean for graduate studies resigned as of November 1.

*Mass Art*

No report.

*Framingham*

The Framingham director requested the names and contact information of members and non-members.

*Fitchburg*

A department has been denied Spring 2019 equivalencies.

A number of contractual issues have occurred on campus.

*Bridgewater*

Chapter President Hegbloom posed a question to other chapter presidents regarding Academic Policies Committees' student conduct/integrity involvement.

A dean is going up for tenure this year.

It was asked if campuses have an open hour during the week for events and committee meetings.

**MTA Reports:**

*Day – James*

A handout outlining the benefits of union memberships was distributed to board members and an additional handout was available as well.

*DGCE – Barrett*

Not present.

*Health and Welfare Trust – George*

The Trust met last week. Trustee George stated that since 2016, over \$200,000 was made due to the Trust's new investment strategy. She also reported that the transition from Bank of America to East Boston Savings Bank continues.

Due to the late hour, it was moved and seconded to adjourn the meeting. The motion passed.

The meeting adjourned at 3:05 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary