

**Massachusetts State College Association
Delegate Assembly
April 28, 2012
Massachusetts College of Liberal Arts**

The meeting was called to order at 10:00 a.m. by President C.J. O'Donnell.

President C.J. O'Donnell introduced the MSCA officers, Amy Everitt, Glenn Pavlicek and Nancy George; Catherine Schwenk, the Parliamentarian; Katherine Pomeroy, the Stenographer, Dunn Reporting Services; Mary Grant, President, MCLA; and from the MTA, Donna Sirutis. Special thanks went to Roberta Govoni for her work in making the arrangements for this meeting and help at registration; and Ashley Berridge, the Director of Special Events and Conference Planning at MCLA, and Dana Rapp, Chapter President, MCLA, for their work in helping with the on-site arrangements. Thanks were given to all delegates who gave up the traditional beautiful last Saturday in April to represent their colleagues and conduct the business of the union.

Dr. Mary Grant, President of MCLA, delivered greetings to the Assembly on behalf of the MCLA.

Dana Rapp, MCLA, MSCA Chapter President, delivered the welcoming comments to the Assembly on behalf of the MCLA/MSCA Chapter.

First Report of the Credentials Committee:

Jean Stonehouse, Bridgewater/MSCA Chapter, delivered the first Credentials Committee Report: 25 registered delegates, 5 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. The motion passed.

It was moved and seconded to accept the April 30, 2011 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 four years. This last year has been a rather active one for the MSCA.

In the summer Massachusetts tax revenues for FY 2011 exceeded the \$20.42 billion threshold necessary to accelerate the 3.5% raise due day members on June 30, 2011 by six months to December 30, 2010. Some of the non-higher education statewide unions agreed to new collective bargaining agreements in exchange for giving up the retroactive moneys their members were owed as a result of tax revenues hitting the threshold. The MSCA was not offered a similar deal until early 2012. As you are aware, after rather contentious, but brief negotiations the MSCA reached a tentative two-year agreement on March 7th. That agreement was ratified by the day membership earlier this month.

I would like to thank the Day Bargaining Committee for their hard work on this agreement, and in particular Chairperson **Dan Shartin** and MTA Consultant **Donna Sirutis**.

This is the first time in the MSCA's history that we were able to successfully negotiate a successor contract for the day unit before the expiration of the current contract and it took only a handful of sessions. There was no magic. This was achieved because management was interested in settling in order for the funding to get into the FY 2013 budget cycle.

Governor Patrick's and the House's budget recommendations both include collective bargaining reserve account that we hope will spend the funding of the new contracts for a number of statewide unions.

The DGCE bargaining team also successfully negotiated a three-year contract this winter that will include three 3% increases. The team worked very hard to reach an agreement which was difficult given the slow growth of the state's economy.

I would like to thank the DGCE Bargaining Committee for their successful efforts, in particular Chairperson **Sue Dargan** and MTA Consultant **Bob Whalen**.

This past year we had some legislative wins. An Optional Retirement Plan (ORP) opt out provision was amended to a pension reform bill. Although the pension reform bill made the pension system less attractive to future employees, the ORP opt out is something the MSCA and members have been working on for several years. Before the opt out provision can take effect the IRS must determine that the legislation passed will not adversely affect the tax status of the pension system or the ORP. That may take some time, but we are monitoring the progress closely.

In coalition with other statewide unions MTA was successful in having passed legislation that fixed the problem caused when the Massachusetts Supreme Judicial Courts ruled that evergreen clauses in public sector collective bargaining agreements were unenforceable once the contract and any extension period combined reached three years.

The sabbatical bill is back in House Ways and Means this year and we are hopeful that it will pass this legislative session. The State University presidents are working with us to achieve this.

Efforts at the federal level to abolish the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) have stalled, in part due to the deep recession that began a few

years ago. NEA will continue to work to repeal these provisions that reduce the social security benefits of members in both the state retirement system and the ORP.

There is nothing new to report regarding MTA's lawsuit to try to achieve health insurance coverage for part-time faculty.

There is nothing new to report from the Department of Labor Relations on the complaint regarding the Universities' excessive use of part-time faculty. We will continue to monitor the situation.

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 the membership's confidence by reelecting me and the other officers.

Thank you."

Vice President's Report – Amy Everitt

"As I conclude my second term as MSCA Vice President, I would like to take the opportunity to thank members for their continued support. I appreciate the confidence you have instilled in me through your vote of support in the recent election and I look forward to serving as your Vice President for the next two years.

The MSCA Vice President is identified as the officer responsible for the MSCA Conflict of Interest Policy that 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.*"

A second policy known as the MSCA Whistleblower Policy states that "*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 monthly as a member of the Employee Relations Committee and served as Vice-Chair of the Day Bargaining Committee. I also had the opportunity to testify at the hearings of the Joint

Committee on Higher Education with Representative John Keenan regarding the Sabbatical Repeal bill. Unfortunately, it continues to sit in House Ways and Means. The MSCA continues to aggressively pursue this important change in the law. Finally, it has been a pleasure to assist our President, C.J. O'Donnell, when his busy schedule has conflicts. Again as this term comes to a close, I would like to express my sincere appreciate for your support. It has been an honor to serve as the MSCA Vice President and I look forward to continuing in this role next year.”

Secretary's Report - Nancy George

“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 MSCA President C.J. O'Donnell no later than a day after each meeting.

This past spring semester I supervised the nomination/election process for the 2012 NEA Representative Assembly to be held this summer in Washington, D.C. Congratulations to those members who will represent the MSCA at the NEA-RA:

Ronald Colbert - Fitchburg
Jerry Concannon - MMA
Robert Coppola - Mass Art
Cornelia Daniel - Westfield
Joseph Ebiware - MCLA
Bill Fay – Bridgewater
Frank Giuliano – Westfield
Margo Hennessey – Westfield
Stanley Jackson - Westfield
Joel Litvin – Bridgewater
Christopher J. O'Donnell – MMA
Len Paolillo - MCLA
Dan Shartin - Worcester
Charles Wellens - Fitchburg
Edward (Ted) Welsh - Westfield

In closing, thank you so much for allowing me to serve you as the Secretary of the MSCA and for re-electing me in this 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.

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 2013 budget, as described in the Treasurer's Report. The motion passed.

It was moved and seconded to adopt the proposed FY 2013 dues as described in the Treasurer's Report.

It was moved and seconded to amend the proposed FY 2013 dues to change part time faculty dues structure to the amounts specified:

9-11 credits: \$5
5-8 credits: \$3
3-4 credits: \$2
1-2 credits: \$1

The motion failed with a hand count (9 yes; 11 no).

The original motion passed.

Second Report of the Credentials Committee

Jean Stonehouse, Bridgewater/MSCA Chapter, delivered the second Credentials Committee Report: 26 registered delegates, 4 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

“Timeline of this year’s activities

November 4, 2011:

C.J. asks the Bargaining Committee to convene to begin its work. The current CBA expires on June 3, 2012, and negotiations for a successor agreement must begin by February 4, 2012.

Bargaining is already underway with NAGE, APA, MCCC, and UMass. Some of these are for successor agreements and some are mid-term negotiations, but, in general, the management negotiators seem to be making similar offers in all cases.

November 18 – December 19, 2011:

Management negotiators ask to meet with us, but remain unclear about (1) whether the meetings will constitute negotiations and (2) whether, if they are negotiations, they will be for a successor agreement or mid-term negotiations.

We prepare for both possibilities and insist that we won't enter into mid-term negotiations without several assurances, most importantly:

- That we can enter negotiations and still keep alive our existing claims to “accelerator” monies from the current contract
- That management cannot implement its “last, best offer” if negotiations break down.

These assurances are finally given on December 19, 2011.

January 5, 2012:

First mid-term negotiating session.

Mid-term negotiations are almost exclusively about compensation, with very few “language” issues providing any difficulty.

MSCA continues preparations (drafting a members' survey, preparing a comprehensive asking package) for successor agreement negotiations.

(More time passes while management waffles on proposed “ground rules” for further negotiations.)

February 17, 2012

Mid-term negotiations recommence.

MSCA presents a rough draft of a counter offer that includes (1) appropriate ground rules for protecting our claims to accelerator monies, (2) a provision to pay accelerator monies to anyone who worked during the relevant periods but has left the system between then and now, (3) \$10,000 retirement incentive, and (4) several items already settled in ERC discussions.

March 2, 2012:

Management's lead negotiator returns from vacation.

MSCA presents a counter-offer slightly different from the “rough draft” referred to above under February 17, 2012.

March 7 – March 22, 2012:

March 7: Tentative agreement reached; members notified. Details as posted later on MSCA website.

March 13: Draft MOA produced.

March 22: Revised MOA produced and sent to management.

April 17 – 18, 2012:

Members ratify agreement by a vote of 455 to 16.”

Bargaining Committee (DGCE) – Sue Dargan

The bargaining team met early in the Fall 2011 semester to design a member survey. After the survey was administered and the results tabulated, the team met to develop a proposal for management. The first bargaining session took place on October 10, 2011. We met for bargaining an additional four times before reaching at tentative agreement on February 2, 2012.

The main feature of the agreement includes 3% increases in the stipends at the beginning of the Summer I instructional period of 2012, the Spring instructional period of 2013 and the Spring instructional period 2014. Framingham State University DGCE faculty, beginning in the fall semester of 2012, will be paid the same per credit rate as unit members at other state universities in exchange for providing additional instructional time. All details of the new agreement are posted on the MSCA website <www.mscaunion.org>.

The contract, which will be in effect from January 1, 2012 through December 31, 2014, was ratified by a wide margin on March 6, 2012. The count was as follows:

Yes:	331
No:	17
Blank:	1

The DGCE Bargaining Team consists of the following members: Glenn Pavlicek (Bridgewater), Sue Dargan (Framingham), Ben Ryterband (Mass. Art), Jerry Concannon (Mass. Maritime), David Goodof (Salem), Buzz Hoagland (Westfield), Anne Falke (Worcester), and CJ O'Donnell (MSCA President). Our MTA Consultant for the negotiations was Robert Whalen. The alternate team members are: Jean Stonehouse (Bridgewater), Robert Donohue (Framingham), Sam Schlosberg (Mass. Art), Arthur Aldrich (Mass. Maritime), Amy Everitt (Salem), Gary Merlo (Westfield), and Bill Shakalis (Worcester).

Elections Committee – Robert Donohue

“The 2012 Election of MSCA Officers cycle began in the fall of 2011. The MSCA Board of Directors adopted the Election Rules and Calendar and approved the Labor Guild as vendor before the December 2011 deadline. Four MSCA members requested nomination papers after November 1. All four returned their papers by the January 2012 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 by the deadlines established by the Election Calendar. However, the statements and photos were distributed with the ballot mailings rather than published within the *Perspective*. 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 2,863 ballots were mailed before the March 19 deadline. An additional 33 ballots were mailed after March 19. No election violations were reported during the process.

The ballot count was held at the Labor Guild on April 10, 2012. I was the only MSCA member in attendance. The Labor Guild reported that 418 ballots had been returned by the April 9 deadline. Three ballots were blank; 13 were set aside for lack of control numbers. A total of 402 ballots were counted.

Office/Candidate	Votes Received	Write-in Vote	Blank Ballots
President: C.J. O’Donnell*	395	4	3
Vice President: Amy Everitt*	394	4	4
Secretary: Nancy George*	399		3
Treasurer: Glenn Pavlicek*	399	3	0

*elected

No written challenges were received by the April 17, 2012 deadline. The Labor Guild certified the results on April 11, 2012. The cost of the election (excluding chair’s travel) was \$6,252.31.

In summary, the 2012 election of MSCA officers was conducted in accordance with the Election Rules and Calendar. I wish to express my gratitude to the certified candidates, chapter presidents, members of the MSCA Elections Committee, C.J. O’Donnell, and Roberta (MSCA President’s office) for their assistance and cooperation. I also want to thank former MSCA Nominations & Elections Supervisor Deb Foss for providing materials and valuable guidance. Finally, I want to thank Glenn Pavlicek and Melissa Beatty, as noted by the labor guild, “The execution of the election was enhanced by the high quality of your membership/ mailing lists and the superb response of Ms. Melissa Beatty to our requests for corrected addresses for only 33 undeliverable ballots.”

Grievance Committee – Sandra Faiman-Silva

“The Statewide Grievance Committee handles Day and DGCE Contract grievances that move to Steps III and IV on each of the 9 campuses. The Committee schedules monthly meetings as necessary, to which grievants are invited to discuss their grievances and Committee members vote on whether grievances merit being moved to Step III (mediation) and IV (arbitration). If grievances are not successfully mediated at Step III, the Committee may revisit the grievance to determine suitability for Step IV. In this Report I detail the work of the MSCA Statewide Grievance Committee, mediations, and arbitrations from April 30, 2011-April 27, 2012.

In an era of drastically decreased Union numbers, especially in the private sector, along with increasing suspicion of Unions nationwide and vociferous assaults on Union rights, the grievance process is crucial to a strong Union movement. Grievances represent the process through which members’ rights are protected. Fundamental to the grievance process is that each Contract provision, regardless of the nature of that provision, should be protected, and when provisions are violated grievance filings are warranted. Otherwise a signal is sent to Management that the Union does not view particular Contract provisions as worthy of fighting for, thereby undermining the strength of our MSCA/BHE Collective Bargaining Agreements. This requires that Grievances Officers from each of the 9 campuses are familiar with lengthy and very complicated Contracts.

The Committee is assisted by MTA consultants, Donna Sirutis (Day Contract) and Robert Whalen (DGCE Contract), who provide the Committee with contract information, background, and interpretation of various Contract provisions.

I. Statewide Grievance Committee Meetings: May 5, 2011; October 6, 2011; November 10, 2011; January 26, 2012

The Committee met on four occasions to review and vote on grievances pending at Step III. 46 grievances were handled by the Committee. 42 advanced to mediation and arbitration, and one grievance was settled prior to mediation. Those proceeding to Steps III and IV include grievances over promotion denials, course scheduling, search procedures, reappointment, and modular programming, department reimbursement, and AACSB.

II. Chapter grievance filings

Approximately 110 grievances were filed on the nine campuses, with the majority of filings at Bridgewater, 74, and 20 at Salem. The following campuses filed no grievances: MCLA, MMA, and MCA + D. Issues included tenure and promotion denials, governance, AACSB-related issues, search committees, added consideration, course caps, reappointments, PECs, and LEAP. Statewide grievance meetings provide opportunities for education and training about grievance filings, review of campus grievances, and opportunities to share issues and problems on each campus. Attendance at Statewide Grievance meetings has improved substantially, and new Grievance Officers are working hard to understand the very complicated Day and DGCE Contracts.

III. Campus advocacy

Grievance officers on each campus must familiarize themselves with two Contracts, Day and DGCE, each of which contains complicated and detailed provisions related to the myriad of work-related issues, ranging from working conditions and pay to tenure and post-tenure review. Grievance officers work diligently to resolve matters at Step I or Step II, often assisted by Chapter Presidents. Although the Step 1 hearings are meant to promote collegial complaint-resolution, grievance officers frequently must work with campus administrators who are unwilling to negotiate resolution, even in seemingly blatant contract violation cases.

Much appreciation is owed to the following for Members their advocacy at their respective institutions during the past year: Jean Stonehouse, Glenda Ouellette, Rene Reeves, Sean Goodlett, Robert Donohue, Richard McElroy, Sam Schlosberg, Dana Rapp, Joseph Murphy, Caitlin Corbett, Amy Everitt, Gregg Neikirk, Ken Harr, Buzz Hoagland, Hemant Pendharkar, and Anne Falke.

Additionally, MSCA President C. J. O'Donnell deserves credit for his contributions to the resolution of disputes throughout the system. And, the services of MTA Consultants Donna Sirutis, who assists with Day Contract grievances, and Robert Whalen, DGCE Contract consultant, are most appreciated. MSCA Grievance Office Manager, Chris Melin, is also thanked for her assistance through the Salem Chapter office.

IV. Resolutions after Step II

Seven mediation dates and twelve arbitration dates were scheduled. Of those, seven arbitrations were held and eleven mediation sessions were held. Mediations were held at Bridgewater (3), Framingham (1), and Worcester (3). Arbitrations were held at Bridgewater (2), Salem (2), Westfield (1) and Worcester (1), and Consolidated arbitration meetings were held in Boston and Mass Maritime Academy (2).

A. Mediation

Of approximately 20 grievances that were mediated during this period, approximately 14 were settled or tentatively settled in the course of mediation. These included promotion denials, part time faculty workload, Chair's summer work, added consideration, and issues related to contract courses.

Efforts to resolve PTR consolidated grievances are on-going.

The MSCA is using the services of the Massachusetts Board of Conciliation and Arbitration for grievance mediation, at substantial cost savings to the parties. We are assessing the efficacy of this service before deciding to continue or to expand its use.

B. Post-mediation settlements

The Statewide Committee will determine whether to move unresolved mediated grievances to arbitration at its next meeting on May 3, 2012.

V. Arbitration

A. Arbitrations scheduled and/or conducted

Twelve arbitrations were scheduled and/or conducted. Three arbitration dates were cancelled. Cases scheduled on two dates were settled prior to Arbitration.

B. AACSB-related arbitrations at Salem

Due to a potential conflict of interest with the arbitrator assigned to this case involving Chapter grievances two grievants and approximately 10 chapter and individual grievances, arbitration dates were cancelled and a new arbitrator has been assigned. Two arbitrations date are scheduled in May, 2012.

C. Promotion denial at Westfield

A promotion denial was arbitrated at Westfield, and briefs are pending.

D. Tenure denial-related grievances at Bridgewater

A case involving an Appendix G evaluation of a candidate subsequently denied tenure at Bridgewater was arbitrated, and the Arbitrator ruled against the grievant.

A determination will be made by the Statewide Grievance Committee on how to proceed with arbitrations on related grievances outstanding.

- E. Hybrid pay grievances at Bridgewater
An arbitration was held to determine rates of pay for hybrid courses in which class contract hours occurring during the day. Briefs are pending.
- F. Modular Programming Arbitration at Worcester
A modular programming issue at Worcester was scheduled for Arbitration in April, but was cancelled by the Arbitrator and is being rescheduled for October, 2012.
- G. Workload and candidate application-related arbitration at Worcester
A case involving a tenure track applicant at Worcester was resolved prior to Arbitration.
- H. Librarian sick leave bank compensation at Bridgewater
An arbitrator's decision in a case involving a tenured Librarian at Bridgewater was determined against the MSCA, because grievances did not adhere to filing deadlines.

VI. Consolidated Grievances

Consolidated grievances are filed when issues pertain to all nine campuses. Two consolidated grievances were filed on retroactive monies owed as part of a so-called accelerator agreement under the Contract. These grievances have now been partially resolved in connection with the ratification of a successor Contract. The grievance remains otherwise in abeyance.

VII. 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.

No new cases were filed with the DLR this academic year. One case is pending, the unfair labor practice charge dealing with the 15% part-time imitation. We are awaiting the decision from the DLR.

VIII. 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.

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 Sandra Faiman-Silva at sfaiman@aol.com or Donna Sirutis at dsirutis@massteacher.org.”

Legislation Committee

This has been a busy legislative year as the attached table will attest. MSCA had members present at many of the legislative hearings for bills we were tracking, and we testified at hearings on those bills of particular interest, such as the sabbatical bill (H3805), the Evergreen Bill (H3789), the ORP Opt Out Bill (S01912), and the Bill to Change the Collective Bargaining Process (H735). Additionally we have had significant interactions with the Legislature around issues relating to the budget process and funding for public higher education.

The attached chart gives a summary of each of the bills we were watching, and where they are in the process of moving through the legislature. We have had a few successes in that the ORP Opt Out bill was incorporated as an amendment to the Casino Bill and was passed. Additionally, a Public Higher Education Summit group convened by PHENOM, and supported by the MTA Higher Education Locals pushed through an amendment to the Casino Bill that would send 5% (approximately \$20 million) of the annual revenue the state will receive from casinos to public higher education. The Evergreen Bill which allows us to keep the terms our contracts in place after they expire passed the Legislature and was signed by the governor in November. Other bills were passed favorably out of their appropriate committees and referred to the Ways and Means Committee where they await action. The Sabbatical Bill (H03805) is chief amongst these.

Finally, the budget process is in full swing in Boston, and we continue to push for increases in our campus allocations, in financial aid for our students, and to make sure the state covers the cost of the public higher education union contracts for the coming year. So far, we’ve been successful in keeping the contract funding in the budgets of both the Governor and House of Representatives. We must keep the pressure on to make sure that revenue is also part of the Senate budget which comes out in May. Our March 8, public higher education advocacy day, and the April 23, State University advocacy day at the statehouse pushed for 5% increases in campus allocations and 5% increases in financial aid. The State Universities also pushed for a paid internship matching grant program for our students. The House budget amendments which were consolidated into a single higher education amendment would provide \$1 million dollars for that program, as well as a \$1.1 million increase in the financial aid line item.

Librarians Committee - Nancy George

Committee Membership:

The committee membership included the following MSCA members:

Millie Gonzalez (Framingham), Nancy George (Salem), Richard McElroy (Mass Art), Brian Hubbard (Westfield), Bill Shakalis (Worcester), Nancy Turnbull (Fitchburg). President O’Donnell served as an ex-officio member, I served as chair and Millie Gonzalez served as vice-chair of the committee.

A huge thank you to all members of the committee for their hard work on committee activities in the past year. In addition, I would like to extend a special thanks and best wishes to committee member Richard McElroy, Mass Art, who will be retiring at the end of this academic year.

Communication:

Throughout the year the committee communicated using email, phone, and google docs. I represented the committee at MSCA Board meetings, a Department of Higher Education meeting, and in librarian-related discussions with other Board members.

Activities:

Librarian Survey and Report

A new librarian survey was written, distributed, and run summer/fall 2011 with the assistance of the MTA. The results were distributed to MSCA Board members. Vice-Chair, Millie Gonzalez, developed a survey report that incorporated the results of both the 2009 and 2011 surveys; this report was distributed to the MSCA President, Day Bargaining Committee Chair, and MTA Day Bargaining Consultant before day bargaining began. Both surveys (old and new) measure librarians' working conditions satisfaction and help support the Librarians Committee contract language proposals. Further distribution of the report is being considered by the committee.

ORP (Optional Retirement Plan) Legislative Language

The committee continued to work with the MTA consultant and MSCA President on ORP legislative language. It is to be noted that new librarians may now choose to participate in ORP or the state retirement plan.

Day Bargaining Language

This past spring the committee proposed changes in contract language that have to do with librarian issues to the Day Bargaining Committee.

Other Activities

The committee encouraged MSCA librarians to be active in local/state MSCA activities and discussions and to utilize existing contract language to protect their rights as members of the MSCA.

Massachusetts Teachers Association - Reports

MTA Director – RonColbert

“I am pleased to report on my activities as your Massachusetts Teachers Association (MTA) Region 45 H District Director for faculty and librarians. I also serve in other capacities on the Higher Education Leadership Council (HELIC), MTA Center for Policy and Practice Council and the MTA Planning Committee for the National Education Association Regional Assembly for Washington. I also have been selected on one occasion to serve on a search committee for a new employee.

The Board of Directors has control of the affairs of the MTA. It meets approximately seven weekends 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 college faculty and librarian statewide director, I attended and participated in numerous business meetings in person and on line/conference calls.

I regularly attend monthly meetings of the MSCA Executive Board as a guest.

I represent our State University Faculty and Librarians on the MTA Center for Educational Policy and Practice Council. These meetings are held every six weeks in Marlborough, MA.

As I begin my second term on the MTA Board, I report that my work as a director includes:

- Provide higher education opinions on MTA 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 MTA's agenda,
- Review the fiscal accountability of the association,
- Approve the budget,
- Accept and formulate policies,
- Monitor the organization's programs and services.

This year the MTA Board wrestled and debated numerous political initiatives. A few of the dialogue issues the board has focused include:

- Grassroots organizing, policy analysis, education and advocacy discussions,
- Municipal K-12 Health Insurance Policy and legislation regarding while still preserving the rights of public employees to bargain,
- K-12 Teacher and Administrator Evaluation Processes to include student learning measures as a part of educators' evaluations,
- A lobby day promoting public higher education was held on Thursday, March 8, at the State House. On that day, key stakeholders representing all factions of public higher education — labor, management and students — joined forces to advocate for increased funding,
- The Optional Retirement Program. Higher education members enrolled in the Optional Retirement Program may soon have a one-time opportunity to transfer and buy back into the state retirement system, under the terms of a new law passed in February,
- *An Act to Invest in Our Communities* and legislative agenda issues that would raise new income tax revenues. MTA is seeking to set out a fair tax system that will provide the revenues for education,

- Stand for Children – initiative petition on the November 2012 ballot. This complex question would make changes in the yet-to-be-implemented evaluation system and impose new state mandates on school district personnel decisions,

There continues to be support for MSCA positions from our community college representatives and the university directors.

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. I remain committed to serving Region 45-H. Lastly, I continually appreciate the guidance of our MSCA President Christopher O'Donnell.”

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 negotiated state contributions of between \$13.50 and \$14.00 per week per employee (depending on the bargaining unit to which the employee belongs). In the case of the MSCA, all full time faculty and librarians, clinical nursing instructors and part-time benefitted faculty at Mass College of Art and Design are covered by the plan.

The Dental Plan is currently administered by MetLife. As of July 1, 2011, the maximum annual benefit per person was raised to \$1200 per calendar year. As of July 1 2012, we will be extending benefits to all children up until their 26th birthday, regardless of whether or not they are full time students.

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

Jean Stonehouse, Bridgewater/MSCA Chapter, delivered the final Credentials Committee Report: 26 registered delegates, 4 guests. It was moved and seconded to adopt the report. The motion passed.

New Business

Anne Falke, Worcester/MSCA Chapter, announced that the administrators of the Claremont School, one of Worcester’s public schools, laid off all of its staff. The staff have been told that

they will need to re-apply for their jobs. The Education Association of Worcester and MTA leadership are fighting against these lay-offs.

It was moved and seconded to accept the following resolution:

That the Massachusetts State College Association support the teaching staff and students of Caremont School and the members of the Education Association of Worcester.

The motion passed.

Adjournment

The meeting adjourned at 12:00 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary