

**Massachusetts State College Association
Delegate Assembly
April 26, 2014
Bridgewater State University**

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, Nancy George and Glenn Pavlicek; Michael Malamut, the Parliamentarian; June Poirier, the Stenographer, Dunn Reporting Services; Dana Mohler-Faria, President, Bridgewater State; and MTA Consultant Bob Whalen. Special thanks went to Roberta Govoni for her work in making the arrangements for this meeting and help at registration; and Colleen Belmore, the Director of Special Events and Conference Planning at Bridgewater and Jean Stonehouse, Chapter President, Bridgewater, 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.

Dr. Dana Mohler-Faria, President of Bridgewater State University, delivered greetings to the Assembly on behalf of the Bridgewater State University.

Jean Stonehouse, Bridgewater, MSCA Chapter President, delivered the welcoming remarks to the Assembly on behalf of the Bridgewater/MSCA Chapter.

First Report of the Credentials Committee:

Jean Stonehouse, Chair of the Credentials Committee, delivered the first Credentials Committee report: 18 registered delegates, 4 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 27, 2013 Delegate Assembly Minutes. The motion passed.

MSCA Officers' Reports

President's Report – C. J. O'Donnell

“Let me open by expressing what an honor it has been to be able to serve as President of the Massachusetts State College Association these last six years. The professionalism and dedication of the MSCA Officers, Chapter Presidents, members of the Board of Directors, members serving on MSCA committees and staff continues to impress me.

I would also like to express the great appreciation the Board and I have for the our MTA consultant assigned to the MSCA, **Bob Whalen**, who has been assigned to our DGCE unit for many years, but who is now also handling the day-to-day maintenance of the day unit since **Donna Sirutis** retired and until a replacement is hired. The MSCA day contract is by far the most complicated of the MTA-affiliated higher ed contracts and he has done a great job. MTA's Director of the Higher Education Division, **Joey Hansen**, has been serving as the chief spokesperson for the MSCA at the negotiations for a successor to the day contract.

Items this year:

Collective Bargaining Agreements

“As noted above, we have begin negotiations on a successor to the day contract which expires on June 30th, and this week a notice was sent to the BHE to formally begin negotiations on a successor to the DGCE contract, which expires on December 31st. Those negotiations will likely begin this summer. I am optimistic that the MSCA will be able to conclude negotiations on the day contract prior to June 30th. Two years ago was the first time the MSCA was able to achieve that.

ORP Opt-Out

“If you are enrolled in the Optional Retirement Plan (ORP) you have no doubt heard that a one-time opportunity to opt out of the ORP and into (or back into) the Massachusetts State Employee Retirement System (MSERS) was included in a pension reform bill that passed in November 2011. The BHE/State Retirement Board (SRB) received a favorable ruling on the joint private letter ruling request in 2013. The SRB will be implementing the opt-out procedure beginning May 1st. If you are eligible to switch you should receive a packet from the BHE, if you have not already received it. If you believe you are eligible to opt out and do not receive a packet by May 1st you should contact Richard Nunes at the BHE. This process is somewhat complicated and you should pay close attention to deadlines. If you miss a deadline you will likely never have the opportunity to opt out again.

“Please be patient, there are more than 3,000 individuals in the ORP and many of them may be interested in opting out. One think you should know is that you will be given an estimated cost of the switch (you have to “buy back” your years of service) *before* you make a final decision as to if you do want to switch. Also, if you initiate the process and do not respond to the final confirmation letter, you will not be switched.

“There will likely be numerous questions, we will do our best to answer them as quickly as we can or direct you to the person you need to contact to receive an answer.

Post-Tenure Review

PTR results were released earlier this month. The MSCA worked diligently with management to ensure that reporting errors and eligibility problems were minimized. The initial results (before reconsiderations and appeals) are reported below.

University	Reviewed	6%	3%	0%
Bridgewater	33	32	1	0
Fitchburg	17	13	4	0
Framingham	22	21	1	0
MassArt	14	14	0	0
MCLA	11	8	0	3
Mass Maritime	7	5	2	0
Salem	42	32	9	1
Westfield	23	23	0	0
Worcester	12	11	1	0
Total	181	159	18	4

We have requested data that will be used to compute the minimum PTR expenditures required of each university during the 2014-2015 cycle.

“Heath Care “Reform”

As will be reported in my report as the MSCA representative to the MTA Board of Directors, Governor Patrick has submitted a bill that would adversely affect a significant number of MSCA members’ health care coverage or premium should it pass. MTA initially supported the bill but at last year’s annual meeting the MSCA lead an effort to have the delegates overturn the MTA leadership’s and the MTA Board’s support of the bill. At the last minute the motion to oppose the legislation was amended so MTA’s official position is now to work to improve the bill. The MSCA will try again this year to change MTA’s position to oppose the bill

“Items for the upcoming year:

The MSCA Board has discussed organizing a campaign to improve member advocacy with elected officials, particularly the legislature and union affiliation. We have seen an increasing number of agency fee paying unit members, particularly among full-time members. We hope to have a plan in place for September.

“We are working to overhaul the MSCA website, something which is long overdue. We are hopeful that MTA will have a new consultant hired soon to take Donna Sirutis’s place as the MTA labor consultant for the day unit.”

Vice President's Report – Amy Everitt

“As I conclude my 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 provided testimony at the state house committee hearings regarding retiree health insurance. Based on recommendations from the Commission to Study Retiree Healthcare and Other Non-Pension Benefits, this bill would significantly increase the contribution our current members would be required to contribute to health insurance upon retirement and some would not qualify for the benefit at all. The bill continues to sit in committee and the MSCA has been very aggressive in stopping this draconian change in benefits. 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

“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 2014 NEA Representative Assembly to be held this coming summer in Denver, CO.

“I would like to congratulate those members who will represent the MSCA at the NEA-RA this year:

Don Bullens – Worcester
Ron Colbert – Fitchburg
Jerry Concannon – Mass Maritime
Robert Coppola – MassArt
Joseph Ebiware – MCLA
Massoud Farahbakhsh – Salem

William Fay –Bridgewater
Nancy George – Salem
Len Paolillo – Bridgewater
Hemant Pendharkar – Worcester
Charlie Wellens – Fitchburg

“In closing, thank you so much for allowing me to serve you and for re-electing me as the Secretary of the MSCA. 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 2015 budget, as described in the Treasurer's Report. The motion passed.

It was moved and seconded to adopt the proposed FY 2015 dues as described in the Treasurer's Report.

It was moved and seconded to amend the original motion so that individuals teaching 1-2 credits pay \$1 dues for the MSCA. The motion passed.

The original motion passed.

Second Report of the Credentials Committee

Jean Stonehouse, Chair of the Credentials Committee, delivered the second Credentials Committee Report: 20 registered delegates, 3 guests. It was moved and seconded to adopt the report. The motion passed.

MSCA Committee Reports

AA/DIV/EO Committee

No report.

Bargaining Committee (Day) – Susan Dargan

“I would like to express my appreciation for the Bargaining Committee electing me as Chair of this important committee.

“First let me thank the members of the committee: Joe Ebiware (MCLA), Amy Everitt (Salem), Buzz Hoagland (Westfield), Joe Murphy (Mass. Maritime), Ann Mrvica (Fitchburg), Dan

Shartin (Worcester), Jean Stonehouse (Bridgewater), and Nita Sturiale (MassArt); and the alternates: Jenn Berg (Fitchburg), Don Bullens (Worcester), Gerry Concannon (Mass. Maritime), Robert Donohue (Framingham), Dana Rapp (MCLA), Sandy Faiman-Silva (Bridgewater), Anne-Marie Hakstian (Salem), Margot Hennessy (Westfield), and Rachel Resnik (MassArt).

“The committee’s work is greatly assisted by MSCA President C. J. O’Donnell and MTA Consultants Joey Hansen and Donna Sirutis.

“Prior to developing a comprehensive bargaining proposal, the Bargaining Committee conducted an online survey of members in November and December of 2013. Nine hundred and eleven unit members completed the survey. The survey data were analyzed, and members’ concerns were considered by the team as it developed the initial proposal.

“The team met with management on January 29th to commence bargaining; only preliminary issues such as scheduling were discussed at that session. The initial proposal was approved by the MSCA Board of Directors on February 7th and the team presented its comprehensive proposal to management during the March 3rd bargaining session. During that session, the team received a partial proposal from management. Management has submitted several additional proposal items since that meeting, but has not supplied a comprehensive proposal. To date the parties have met five times. There are currently four additional bargaining sessions scheduled. Both sides have indicated strong desires to have a new labor agreement in place before the current agreement expires on June 30th.”

Bargaining Committee (DGCE) – Sue Dargan
No report.

Elections Committee – Robert Donohue

“The 2014 Election of MSCA Officers cycle began in the fall of 2013. The MSCA Board of Directors adopted the Election Rules and Calendar and approved the Labor Guild as vendor before the December 6, 2013 deadline. Four MSCA members requested nomination papers after November 1. All four returned their papers by the January 17, 2014 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. The ballot, instructions and envelopes were prepared by the Labor Guild and 2,876 ballots were mailed on March 19, 2014. No election violations were reported during the process.

“The ballot count was held at the Labor Guild on April 10, 2014. The Labor Guild reported that 343 ballots had been returned by the April 9 deadline. One ballot was set aside for lack of a control number. A total of 342 ballots were counted.

Office/Candidate	Votes Received	Write-in Vote	Blank Ballots
President: C.J. O'Donnell*	318	4	20
Vice President: Amy Everitt*	319	5	18
Secretary: Nancy George*	318	3	21
Treasurer: Glenn Pavlicek*	324	2	16

*elected

“No written challenges were received by the April 17, 2014 deadline.

“In summary, the 2014 election of MSCA officers was conducted in accordance with the Election Rules and Calendar.”

Grievance Committee – Sandra Faiman-Silva

Grievance and Department of Labor Relations Activity since the 2013 Delegate Assembly:

“The Statewide Grievance Committee handles Day and DGCE Contract grievances that move to Steps 3 and Step 4 on each of the nine 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 3 (mediation) and Step 4 (arbitration). If grievances are not successfully mediated at Step 3, the committee may revisit the grievance to determine suitability for Step 4. In this report I detail the work of the MSCA Grievance Committee, mediations, and arbitrations from April 27, 2013 to April 26, 2014.

“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. Grievances officers from each of the nine campuses must be familiar with lengthy and very complicated contracts.

“The Committee is assisted by MTA consultant Robert Whalen who is under temporary assignment handling both Day and DGCE contracts, and who provides the committee with contract information, background, and interpretation of various contract provisions.

I. Statewide Grievance Committee Meetings: October 10, 2013, January 23, 2014, March 27, 2014

“The committee met three times to review and vote on grievances pending at Step 3. Twenty-five new grievances were handled by the committee, including one consolidated, 13 individual, six chapter, and five DGCE grievances. Day grievances were filed on promotion and tenure denials (BSU, Westfield), the role of Deans in evaluations (consolidated, BSU, and other campuses), part-time faculty course-load under the Day and DGCE contracts (Salem), governance (BSU), right of return to faculty (Worcester),

Deans structure (Fitchburg), library reorganization (Westfield), and study tour pay (BSU), among others.

II. Chapter grievance filings

“Approximately 93 grievances were filed on the nine campuses, with the majority of filings at Bridgewater (31) and Salem (27). The following campuses filed no grievances: MCLA and Mass Maritime. Approximately 58 were individual grievances and 35 were chapter grievances. Issues included: Dean’s structure, Dean’s role in evaluations, tenure and promotion denials, 15% rule, reappointment, added consideration, chair’s duties, termination of employment, compensation for graduate courses, study tours, and practica; part-time faculty course-load, course cap increases, and parking, among others.

Approximately 37 grievances went to Step 2, and 24 were evaluated for Steps 3 and 4. On the Bridgewater campus in particular, very few grievances are resolved informally at Step 1, and the administration does not appear to view the Step 1 process as an informal resolution step, a problem that should be taken up at ERC.

“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. New grievance officers from Fitchburg, Mass College of Art and Design and Salem are working hard to understand the very complicated Day and DGCE Contracts.

III. Campus advocacy

“Grievance officers work diligently to resolve matters at Step 2 or Step 2, often assisted by Chapter Presidents. 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. Step 1 hearings are meant to resolve contract-related problems informally. Statewide grievance committee meetings provide grievance officers opportunities to discuss the MSCA CBA, contract provisions, and grievances on their campuses.

“Much appreciation is owed to the following members for their advocacy at their respective institutions during the past year: Jean Stonehouse, Robert Donohue, Dana Rapp, Jane Fiske, Jennie Fielding, David Nolta, Rachel Resnik, Joseph Murphy, Gerald Concannon, Caitlin Corbett, Anne-Marie Hakstian, Amy Everitt, Gregg Neikirk, Buzz Hoagland, Hemant Pendharkar, and Don Bullins.

“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 (ret), who continued to assist with Day Contract grievances, and Robert Whalen, DGCE Contract consultant who handled Day Contract consultation following Donna Sirutis’s retirement, are most appreciated. MSCA Grievance Office Manager, Chris Melin, is also thanked for her assistance through the Salem Chapter office.

IV. MTA Contract Consultation Assistance

“With the retirement of Donna Sirutis MTA Contract Consultant, Robert Whalen was appointed to serve as Acting Contract Consultant to the Day contract pending the hiring of additional MTA Staff. To date no one has been hired to fill Donna’s slot, which has created a serious hardship for the MSCA. The Contact Consultants advise the MSCA Grievance Committee on all grievance issues under the Day and DGCE contacts. Bob Whalen continues to handle the DGCE contract, and now has the added burden of familiarizing himself with the Day contact. As Chair of the Statewide Grievance Committee, I feel that this failure of MTA to hire sufficient staff to service the MSCA is an extremely serious problem. It over-burdens Robert Whalen, President C. J. O’Donnell, and every grievance officer. I urge the MSCA to demand resolution of this staffing shortage immediately.

V. Resolutions after Step II

“Nineteen mediation and arbitration dates were scheduled. Five mediation dates and six arbitration dates held. Mediations involving 13 grievances were held at Westfield, Mass Art, and Bridgewater. Four arbitrations were settled prior to arbitration, one at Framingham and three at Bridgewater. Six days of arbitration were held at Bridgewater involving four sets of grievances. Four mediation or arbitration dates were postponed. The committee voted not to move two grievances to Step 3.

A. Mediation

“Of approximately 15 grievances that were mediated during this period, two Westfield cases were settled at mediation, one pertaining to a tenure denial and another involving election of a Department Chair. Grievances involving a promotion denial and study tour pay were settled at Bridgewater prior to mediation.

“The MSCA is using the services of the Massachusetts Board of Conciliation and Arbitration for grievance mediation, at substantial cost savings to the parties.

B. Post-mediation settlements

“A post-mediation settlement at Mass College of Art and Design on grievances pertaining to Official Personnel files was achieved and efforts to implement are on-going.

VI. Arbitration

A. Arbitrations scheduled and/or conducted

“Four arbitrations were held at Bridgewater pertaining to day course scheduling (over three days), Winter Term course scheduling (DGCE), travel reimbursement issues

(over two days), and denial of added consideration in hiring. The travel reimbursement arbitration was continued to May 19.

B. Day course scheduling at Bridgewater

“An arbitrator’s decision on grievances pertaining to day course scheduling was not successful; and the arbitrator ruled against the grievant.

C. Winter Term course scheduling at Bridgewater

“An arbitrator’s decision is pending concerning winter term course assignments.

D. Promotion denials (two) at Bridgewater

“Two promotion denials at Bridgewater were settled prior to the arbitrations scheduled for October 2013 and February 2014.

E. Added consideration grievances (three) at Bridgewater

“Two added consideration grievances were settled prior to Arbitration scheduled for February and April 2014. A third added consideration arbitration is scheduled for April 24.

F. Promotion denial at Westfield

“Briefs were written pertaining to a promotion denial arbitrated at Westfield in a prior year. Efforts to settle are on-going.

G. Promotion denial at Framingham

“A promotion denial at Framingham was settled before an arbitration scheduled for May, 2013.

H. Hybrid Course Pay at Bridgewater

“Briefs are being written pertaining to grievances arbitrated in a prior year on day hybrid course pay.

VII. Consolidated Grievances

“Consolidated grievances are filed when issues pertain to all nine campuses. One consolidated grievance was filed. Under consolidated grievance procedures, management may refuse to accept a consolidated grievance filing. A consolidated grievance filed pertained to the role of Deans in evaluations, and was rejected by management. As a result, Chapter grievances were filed on individual campuses.

VIII. Department 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, the unfair labor practice charge dealing with the 15% part-time limit, was ruled substantially in favor of the MSCA. The MSCA is working to determine how to proceed with this issue. In another case, the DLR ruled that grievances pertaining to changes in course caps for on-line courses should be arbitrated.

IX. 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 Robert Whalen at rwhalen@massteacher.org.”

Legislation Committee

No report.

Librarians Committee - Nancy George

Committee Membership:

“The committee membership included the following MSCA members: Pamela Contakos (MCLA), Millie Gonzalez (Framingham), Nancy George (Salem), Pamela Hayes-Bohanan (Bridgewater), Nancy George (Salem), Millie Gonzalez (Framingham), Brian Hubbard (Westfield), Gabrielle Reed (Mass Art), Bill Shakalis (Worcester), and Nancy Turnbull (Fitchburg). President O’Donnell served as an ex-officio member; Nancy George served as chair and Millie Gonzalez served as vice-chair of the committee.

Communication:

“The committee met in-person two times and communicated via email this past year.

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

Concerns and Activities:

De-Professionalization of MSCA Librarians

“There were continued discussions regarding the hiring of MLS librarians into non-MSCA

positions, or replace a MSCA librarian position with a non-librarian (APA) position. Of particular concern are those non-MSCA positions that contain responsibilities mirroring those of MSCA librarian position descriptions. The committee continues to be extremely concerned about this situation.

MCCLPHEI - Open Meeting Law

“The committee requested that MTA Legal see if the state library directors’ group, MCCLPHEI, violates the Open Meeting Law by excluding non-library directors from attending their meetings. One committee member stated that directors were using MCCLPHEI meetings to discuss ways to hire MLS librarians into the APA or AFSCME, not the MSCA.

Librarian Survey and Bargaining Language

“The committee worked on a draft of the librarian survey. The committee will send the survey out in the next month.

“In addition, in preparation for bargaining, the committee worked on proposed librarian language for the bargaining proposal. The proposed librarian language was submitted to the Bargaining Committee chair. Additional time was spent looking at archival copies of collective bargaining agreements to examine the history of the proposed language. This allowed the committee to prioritize language to the Bargaining Committee.”

Massachusetts Teachers Association - Reports

MTA Director – C. J. O’Donnell

“Let me express my appreciation for the opportunity to represent the MSCA faculty and librarians on the MTA Board of Directors, Region 45H. I have been filing the remaining year of Ron Colbert’s second three year term, Ron was elected to the MTA Executive Committee, representing all MTA-affiliated higher education unions within MTA.

“MTA has taken some controversial positions in the last year or two, most notably affecting higher education members being MTA’s support for Governor Patrick’s Health Care “Reform” bill which would require state and municipal employees to work 20 rather than ten years to be eligible for subsidized health insurance coverage upon retirement, and would require state and municipal employees to work 30 rather than ten years to be eligible for subsidized health insurance coverage at the percentage they now pay as an active employee.

“At last year’s Annual Meeting the MSCA lead an effort to change MTA’s position from support of, to opposition to, the bill. At the end of a lengthy debate the motion was amended to change MTA’s position from support of the bill to that of working to improve the bill. Despite those efforts the bill has not been amended and the time for the bill to be reported out of the Joint Committee on Public Service has been extended to June 30, 2014. The MSCA will try again this year to get MTA to oppose the bill.

“It has been an interesting experience serving on the MTA Board for just under a year and I encourage members to get involved in the MSCA and MTA governance.”

BHE/MTA Health and Welfare Trust – Nancy George

“The Board of Higher Education/MTA 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 \$15.00 and \$15.50 per week per employee (depending on the employee’s bargaining unit).

“The Dental Plan is currently administered by MetLife. As of April 1, 2014, coverage is up to the annual maximum benefit of \$1,200. The contract was negotiated with MetLife for the 2014-2015 with a 3% decrease in the rates charged by MetLife. The Trust is investigating ways to utilize this cost savings into additional benefits to members and increase the efficiency of the management of the trust through the hiring of an accountant.

“It is to be noted that the McKenzie and Company is no longer the eligibility manager for the trust. The new manager is Health Plans, Inc. (HPI). HPI has been working tirelessly on correcting errors in the member database and produced a web page for members to use for dental insurance information and links. Another online resource was created for human resources departments that includes member details and information.

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

Final Report of the Credentials Committee

Jean Stonehouse, Chair of the Credentials Committee, delivered the final Credentials Committee Report: 20 registered delegates, 3 guests. It was moved and seconded to adopt the report. The motion passed.

New Business

There was no new business

Adjournment

The meeting adjourned at 11:20 am.

Respectfully submitted,
Nancy George
MSCA Secretary