

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
June 5, 2015
Fitchburg State University**

Present:

Berg, Bullens, Colligan, Craghead, Donohue, Eve, George, Hennessy, Matchak, McAloon, Morales-Diaz, O'Donnell, Payne, Resnik, Washington

Guests:

Roberta James (MTA), James Mason (MassArt), Hemant Pendharkar (Worcester), Bob Whalen (MTA)

Approval of the Orders of the Day and the Minutes:

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

It was moved and seconded to approve the minutes of the April 24, 2015, meeting. The motion passed.

MSCA Officers' Reports

President's Report – CJ O'Donnell

2015-2016 MSCA Board Meeting Dates and Locations:

President O'Donnell distributed proposed meeting dates and locations.

It was moved and seconded to approve the proposed meetings dates for the 2015-2016 MSCA Board meetings.

It was moved and seconded that the September 4, 2015 proposed Board date be moved to September 11, 2015. The motion passed.

The amended motion to approve the proposed Board meeting dates passed.

Duplication of the 2014-2017 Day Collective Bargaining Agreement:

President O'Donnell expects Commissioner Santiago to sign the contract on August 1, 2015.

July 1, 2015 Increases:

The process of getting the July 1, 2015 formulary increases computed has begun. President O'Donnell is hopeful that they will be on time this year, but there are a series of steps that could cause a delay.

The July 1, 2015 1.75% salary increases will be paid despite rumors to the contrary. President O'Donnell does not know if a decision to delay them will happen if the

formulary increases are late. The July 1, 2015 increases are due in the pay advice that is distributed on July 17, 2015.

2014-2015 PTR Payments:

President O'Donnell distributed the final results. Five campuses have implemented those salary increases; three campuses will do so before the next formulary increases; one has not responded to inquiries.

Status of the DLR decision on the 15% Rule:

To date Bridgewater, Framingham, Westfield and Worcester have met with the MSCA to demonstrate that they have a plan to be in compliance no later than the 2017-2018 academic year.

March 2015 NCHE Meeting in Orlando, FL:

Ron Colbert (Fitchburg) was the only MSCA member to attend the National Council of Higher Education (NEA) meeting in Florida in March. The MSCA Board approved reimbursement for members of up to \$1,000. Since Ron was the only member to attend, President O'Donnell informed the NCHE President that Ron was authorized to cast the MSCA's organizational vote, which he did.

As Ron was the only attendee and he cast our votes for us, President O'Donnell asked the Board to approve an additional \$789.98 so that he is 100% reimbursed. Ron has already submitted his receipts. Had President O'Donnell attended to cast the MSCA votes that would have cost the MSCA \$1,000 in reimbursement to me, so this is a net savings for the organization.

It was moved and seconded to approve to reimburse Ron Colbert for the additional \$789.98 to attend the March 2015 NCHE Meeting in Orlando, FL. The motion passed.

Vice President –Robert Donohue

The new commissioner of higher education is Carlos Santiago.

Sarah Mabrouk (Framingham) is the MSCA Nominations and Elections Supervisor.

Vice President Donohue would like information regarding the funding for administrators versus faculty salaries. This information could be used at state university Boards of Trustees meetings. Discussion followed.

There was discussion regarding amending the MSCA Constitution and Bylaws to allow or electronic voting and the date on which the Delegate Assembly could be held.

Treasurer's Report – Glenn Pavlicek

Not present. President O'Donnell distributed the last monthly expenditure report for fiscal year 2015.

It was noted that the non-compliance list has been greatly reduced due to the efforts of the employees in the Treasurer's office. The MSCA would also like to reduce the number of agency fee payers.

Secretary – Nancy George
No report.

MSCA Committee Reports

Day Bargaining – Jen Berg

Retirement Incentive Program:

A successful meeting was held with management to discuss a retirement incentive program for MSCA members. Potentially, those retiring employees with 30+ years would receive a \$20,000 incentive; those with 25-30 years would receive an \$18,000 incentive; and those retirees with 20-25 years would receive a \$15,000 incentive, and those with less than 20 years of service would receive a \$10,000 incentive.

Personnel Calendar:

No word on when the personnel calendar for the 2015-16 academic year will be available since it has to be jointly approved. President O'Donnell will send the chapter presidents a notice regarding the personnel calendar.

Chair Handbook:

It is hoped that the handbook will be available for chairs by the beginning of the academic year.

DGCE Bargaining – Don Bullens

Mediation did not go well, the next step is fact-finding.

Grievance – Hemant Pendharkar

Chair Pendharkar provided Board members with a brief report. The next meeting of the Grievance Committee will be in September. Mediation dates have been set for the next year.

All Step 1 and Step 2 grievances will be handled during the summer months. For assistance, first contact Chair Pendharkar and then President O'Donnell.

MTA Reports:

MTA – Bob Whalen

New member packets from the MTA continue to be made available in a print format to enable the MTA to reach out to new members in person.

Representatives from the NEA will be meeting with the MTA to help develop an organizing plan. The NEA will hopefully provide some funding for these efforts. Two or three state university campuses will be used as pilot institutions. There is a push to get new faculty/librarians to join the union and not be agency fee payers.

MTA – Roberta James
No report.

Health and Welfare Trust – Nancy George
Trustee George was elected treasurer of the Health and Welfare Trust. An accounting firm, G.T. Reilly and Co., was hired for the trust and the transfer of financial files from the former treasurer will occur in the near future to the accounting firm.

The auditor met with the trust at its last meeting and reviewed the last audit.

The new address of the Health and Welfare Trust is: G T Reilly & Company 424 Adams Street, Milton, MA 02186

Representatives from banking institutions have been invited to attend the September, 2015, meeting in the hopes of changing banks. The Trust's current bank is Bank of America.

Trustee George provided Board members with a brief overview of the status of the Health and Welfare Trust's financial situation and trustee turnover.

MTA Board of Directors – C.J. O'Donnell
Board member O'Donnell reported that the MSCA's efforts with APA and Western Mass. units were successful in eliminating the proposed \$5 MTA dues increase.

Chapter President Reports

Bridgewater:

The Economics Department is being dissolved due to long-term problems within the department. The faculty are being relocated to other departments.

The administration is working with MSCA leadership to develop creative ways to comply with the 15% rule.

The MSCA Bridgewater chapter would like to use MTA money for organizing with the hope of getting some faculty/librarians to switch from agency fee payers to MSCA members.

Fitchburg:

President Antonucci is retiring.

Framingham:

ESL faculty member have a desire to become members of the MSCA. Discussion followed.

MassArt:

A new presidential search has begun. Three faculty members will serve on the committee.

MassArt is wrapping up renewing the tuition retention associated with its special mission university status.

There is a search for a Dean of Admissions, the institution is going into an accreditation year, there is a new Title IX coordinator, and the search for a new Associate Vice President for Academic Affairs is wrapping up.

MCLA:

The Board of Trustees has announced a new search process for president after the person who accepted the position changed his mind before he began. The campus hopes to begin the presidential search by the end of the summer and complete the search by the end of December. The committee will have some new and former members. Three seats will be held by faculty members.

MMA:

Fran McDonald has been named the new president of MMA. He will begin on July 1.

The academic vice president may be stepping down in December, 2016.

Regarding the 15% rule, there are some departments that are not in compliance. Administration will work on rectifying this situation.

Salem:

There is no final agreement with Montserrat, a decision will be made by July 1.

There are numerous administrator vacancies.

Westfield:

Westfield State paid its commencement speaker \$30,000.

The presidential search continues. The interim president's inefficiencies are causing problems on campus.

Administration is working on compliance with the 15% rule. Fall semester will prove to be a problem regarding compliance due to an increase in enrollment.

A search is underway for a Dean of Undergraduate Studies.

A person has been hired in an administrative position in the Physicians Assistant department. It is expected that this individual will be moved into the faculty.

Worcester:

A new Provost and a new Director of Human Resources have been hired. The Dean of Humanities is leaving.

The new faculty orientation is two days long with the MSCA invited to meet with the new faculty on the last day, late in the afternoon. Discussion followed.

New Business

Gender Pay Equity Study:

Work on this will begin this summer.

Independent Study – Internship Contracts:

Students need signatures on the forms. However, new forms at Worcester State require the Dean's signature, which is a change in procedure that occurred without going through the Academic Policies Committee. Discussion followed.

The meeting adjourned at 2:00 pm.

Respectfully submitted,

Nancy George
MSCA Secretary