

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
November 6, 2015
Framingham State University**

Present:

Berg, Bullens, Craghead, Donohue, George, Hegbloom, Hennessy, Mason, Matchak, McAloon, Morales-Diaz, O'Donnell, Pavlicek, Payne, Ramsden, Ritschel, Rutter, Washington

Guests:

Roberta James (MTA), Sarah Mabrouk (Framingham), Hemant Pendharkar (Worcester), Robert Vodicka (MTA), 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 October 2, 2015, meeting. The motion passed.

MSCA Committee Reports

Elections

It was moved and seconded to approve the *Spring 2016 MSCA Election Calendar* as distributed. The motion passed.

It was moved and seconded to approve the *MSCA Election Rules for Members, Spring 2016 MSCA Officer Elections*. The motion passed.

MSCA Officers' Reports

President's Report – CJ O'Donnell

DGCE Bargaining

There has been no change in the presidents' offer. An information request regarding the number of day faculty teaching DGCE courses as part of day load is pending. Additional information requests will be made. Our approach will continue to ramp up. More will be discussed under the DGCE bargaining report.

DLR Hearing on Regressive Bargaining

The MSCA filed a charge of regressive bargaining as the presidents moved their financial offer at the table from three years at 1.5% per year to one year at 1.5%. The in-person investigation will be held Thursday morning at the DLR in Boston. We will be prepping for the hearing this afternoon.

MSCA Organizing Effort

MTA Consultants Bob Whalen or Roberta James will give a brief update. Organizers at Bridgewater have been trained.

MTA Ballot Initiative

President O'Donnell requested an update yesterday. MTA collected more than 23,000 signatures. It appears MTA may not have correctly attributed signatures gathered to the correct units, or consultants. Regardless, those in the MSCA did an outstanding job and accounted for, by far, more signatures than any other higher ed unit. RUM partners had collected more than 101,000 signatures will Election Day collections not yet fully reported.

Vice President – Robert Donohue

No report

Treasurer's Report – Glenn Pavlicek

Treasurer Pavlicek distributed the monthly expense report to Board members.

The new member database will be ready for testing later this month.

The MSCA's 990 form has been submitted to the IRS.

Salem needs to submit the Fall 2015 Appendix Q.

Work continues getting non-compliant members to meet their obligations.

It was moved and seconded that the MSCA add \$1,000 per chapter to the local support line of the budget for chapter organizing events. The motion passed.

Secretary – Nancy George

No report.

MSCA Committee Reports

DGCE Bargaining – Don Bullens

Grievance – Hemant 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.

MTA Reports:

MTA – Roberta James

MTA Organizing

MTA is working on an organizing campaign to convert agency fee payers into union members. Bridgewater, Framingham and Westfield have been selected to be pilot institutions involved in this campaign. Part-time organizers will be hired to lead each institution's campaign. Training for the organizers at Bridgewater was held September 21st and October 30th.

Bridgewater has three organizers; Framingham and Westfield are actively searching for organizers.

Health and Welfare Trust – Nancy George

Trustee George provided Board members with a brief report.

Trustee George, who is serving as the Health and Welfare Trust Treasurer, stated that the Health and Welfare Trust has selected a new bank, East Boston Savings Bank, as its financial institution. In addition, the Trust's Fidelity account is being brought up to date (re. Trustees listed), an audit is being performed, and tax forms have been submitted. Trust leadership attended the last HELC meeting to enlist the membership of HELC in assisting the Trust in getting FTE numbers kept by each unit.

This year the Trust will be working on identifying cash flow problems and developing solutions for the problems. In addition, the Trust will investigate ways to save money as well as make its investments more profitable. It is hoped that the end result of these efforts will be better dental insurance coverage for our members.

MTA Board of Directors – C.J. O'Donnell

The Board of Directors met on October. Efforts to move the annual meeting to Springfield failed. The annual meeting will be held at the Hynes convention center for the next three years. MTA will be looking at different locations for future meetings.

There are three candidates for MTA President and three candidates for MTA Vice President.

Visiting Speaker

Robert Vodicka – MTA Higher Ed Director

After introductions, Director Vodicka provided Board members with a brief overview of his educational background and experiences in labor organizing. He will be visiting all higher education units in the near future. Discussion followed.

Chapter President Reports

Bridgewater

Chapter President Payne provided Board members with a brief update on the status of grievances on his campus.

When part-time faculty file for or receive unemployment benefits, the Human Resources

Department is appealing those decisions. It is to be noted that with MTA Legal's assistance most cases have had favorable outcomes.

Fitchburg

The academic vice president would like to have a review the general education curriculum.

Framingham

Three members of the Board of Trustees members were replaced.

Chapter Vice President/Director Rutter organized a successful chapter social event. There was a small amount of union business presented at the event, but the focus of the on-campus event was to honor and celebrate members who were granted tenure or were promoted.

Collective action is working. During the academic year's opening ceremony, faculty spoke strongly regarding the hot temperature of one of the campus' academic buildings. More campus discussion ensued with the end result being the installation of air conditions by next summer in the hot academic building.

Some unit members are accruing extra credits worked with the impression that upon retirement or departure from the institution they will be compensated with money or not have to teach.

A letter to the editor was recently published by the student newspaper. The letter, which focused on DGCE issues, was written by Chapter Vice President/Director Rutter and her colleague, Ben Alberti.

Mass Art

No report

MCLA

A recent grievance was reported on. Discussion followed.

The presidential search continues. The Vice President of Academic Affairs was a candidate, but is not a finalist in the search.

The Vice President of Academic Affairs would like to do faculty/librarian evaluation, for some departments. The MSCA rejected this as a violation of the contract.

A number of upper level administrators have resigned or retired suddenly.

MMA

The three-credit discretionary release at the chapter president's request was denied.

The first chapter meeting of the academic year will be held soon.

The SIR II evaluations from last year were just sent out this month.

The academic vice president is considering allocating \$500 per faculty member for travel. Each department chair will receive the allocated amount for his/her department and will decide who in the department will get travel funding, and the amount, out of the travel money from the academic vice president.

Salem

A grievance will be filed regarding the new parking garage that has been deemed a student-only parking facility.

Comprehensive learning assessment is deemed important at Salem; some administrators are overly enthusiastic regarding assessment. Although assessment is required for a number of reasons, including NEASC accreditation, there are workload issues.

The searches for new deans of the Schools of Business and of Arts and Sciences are almost complete. Ten interviews will be held in the coming week. A search for a new dean of Student Life will begin in the near future.

Westfield

Chapter President Margo Hennessy reported that an effort to recall her was unsuccessful.

Ramon Torrecilha has been named as the new president of Westfield. He will take office in January.

There is a grievance on campus regarding graduate programs being put through the Graduate Education Council rather than the Curriculum Committee.

Two full-time faculty who have been paying agency fee have converted to union membership.

Sodexo on campus has organized and is now unionized.

Travel money distribution will be changed in the near future due to a move to zero-based budgeting.

Worcester

A brief update on chapter grievances was given to Board members.

The new HR director issued guidelines for faculty/librarian search committees that conflict with the contract.

Two sabbatical denials are at arbitration.

There has been a recent problem regarding faculty members observing religious holidays.

There is discussion on campus regarding how mileage for university business, using one's personal car, should be calculated.

The meeting adjourned at 3:05 pm.

Respectfully submitted,

Nancy George
MSCA Secretary