

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
February 1, 2019
MTA Regional Service Center - Auburn**

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

Guests: Katie Durso (MTA), Amy Everitt (Salem), Roberta James (MTA), Heather LaPenn (MTA)

Vice President Robert Donohue chaired the meeting until President O'Donnell arrived after teaching a morning class.

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 minutes from the December 7, 2018 meeting.

It was moved and seconded to amend the minutes from the December 7, 2018, meeting to include the following language in the MMA Chapter Report (added language in **BOLD**):

A social media consulting group has been hired for \$125,000 **to increase applications.**

The motion passed.

The original motion passed.

It was moved and seconded to approve the minutes from the January 4, 2019, meeting.

The motion passed.

Chapter President Reports:

Bridgewater

A forum has been planned with the MTA for February 26, 2019, 3:30-5pm. Local legislators have been invited.

Bridgewater has an early college initiative. They are partnering with a high school in Fall River. The initiative begins next week and faculty members have been asked to teach next week due to fiscal year funding deadlines. There will be funding available to continue the initiative next year.

Fitchburg

The early college initiative has begun at Fitchburg. Information from the provost contradicts the early college initiative document.

There was a board of trustees meeting recently. Faculty members in blue MSCA shirts were present. Some faculty members presented to the board of trustees.

Faculty members, not on the executive committee, have been invited to attend the chapter executive committee meeting.

Framingham

The early college initiative is proceeding at Framingham.

Faculty members attended a Wednesday night meeting attended by upper level administrators.

MassArt

The chapter president has a meeting with the college president next week.

College administration was trying to collect syllabuses without any prior email notice. After complaints from the chapter, an apology email was sent out to faculty for the oversight and the project delayed.

MassArt offers Artward Bound to local Boston Public School students. These students might not otherwise be exposed to art. Students travel to Mass Art for the instruction. The tuition is free. No college credit is given. 100% of these students graduate from high school and 85-90% end up attending college.

MCLA

Academic Affairs is now called Academic Operations. A faculty member is now serving as the dean of Academic Operations.

When procedures are changed by the college, only department chairs are notified of the changes, not faculty.

It has been difficult for the chapter to schedule meetings with the upper level administration.

There are many grievances on campus.

Faculty are not happy on campus.

The chapter president recently met with the college president.

A radio media class was scheduled to run and it was cancelled without the faculty or department chair knowing about it. Students planning on attending the class reported the cancellation to the local NPR, Albany, NY, radio station. It is surmised that this will adversely affect enrollment.

Mass Maritime

Twenty-five percent of the MMA faculty members are on the ship in Barbados. The rest of the faculty is off.

Salem

New deans are unaware of the contract in regards to personnel actions.

Students have complained about faculty members to administrators and the DHE.

On February 11 there is a chapter meeting with the MTA vice president and president.

Both the chapter president and director attended the university's board of trustees retreat in December.

The dean of students is trying out a number of new initiatives. These initiatives sometimes encroach upon academic affairs' responsibilities.

There have been decades of deferred maintenance on campus. The university has been told to refurbish before rebuilding. The science building will not be built.

The university president recently spoke with faculty.

Faculty conflicts with other faculty members are brought forth to the provost and not addressed.

Westfield

Faculty members on campus are agitated regarding the CBA and other issues on campus.

Westfield has been offering the early college initiative for the past two years. It has been a positive experience.

The university president requested a meeting with the chapter president.

A letter to the students, regarding the CBA issue, is being drafted by the chapter.

Worcester

The adjunct faculty teaching award is in place.

A grievance regarding PEC issues was upheld at step two.

The grievance officer is retiring.

The chapter president met with department chairs to provide them with an overview of work to rule.

When day part-time faculty members take a break in employment, they are not hired at the union rate.

MSCA Officer Reports:

President – O'Donnell

Committee Appointments

It was moved and seconded to nominate Joan Mahoney, Worcester, to the Grievance Committee at Worcester. The motion passed.

Vice President – Donohue

Chemical hygiene plans on campuses have to follow OSHA regulations and have to be in place and enforced by March 1. Vice President Donohue examined the plans to see if there are any impacts on faculty and department chairs (additional work). When the plans impact faculty/department chairs, impact bargaining may be required to account for the additional work.

Vice President Donohue is now interim chair of the Grievance Committee. It was noted that the timelines for grievances have been compressed. Turnaround time from Step 2 to Step 3 is now 14 days.

Vice President Donohue commented briefly on the meeting with the COP in January.

Treasurer – Love
Monthly Expenses

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

The office staff has been very helpful in retaining members.

The membership database continues to be worked on. Our data has been entered. The database is not live yet. As a result of this work the MCCC is enhancing their database.

The treasurer's office is still down a staff member. When the office is less busy, a new staff member will be hired.

Secretary – George

The NEA RA will be held July 3-7, 2019, in Houston TX. The nomination form will be available on the MSCA web page soon. The deadline for submitting a nomination form is March 15, 5:00 pm. The MSCA has 20 delegates to the NEA RA.

MTA Reports:

Day – Durso

The higher education director is on medical leave. Katie Durso is the acting director.

DGCE – Barrett

Not present.

Health and Welfare Trust – George

Trustee George brought up to the Trust the issue of MSCA part-time faculty eligibility in the dental plan. The Trust document states that eligibility is only available to those employees who are a minimum of 50% FTE and are enrolled in GIC. MSCA part-time faculty are not yet in GIC. The Trust members, other than Trustee George, are not interested in changing the Trust language and, in addition, the Trust's legal consultant advised against changing trust language. Discussion followed.

It was requested that Trustee George ask the Trust if it is legal to calculate the state's contribution based on the total unit FTE that includes those employees who are not eligible for benefits. In addition, it was asked how this can be made more equitable.

Board of Directors – O'Donnell and Washington

Due to a miscalculation of membership numbers, the MSCA will be losing one of its two MTA Board seats.

MSCA Committee Reports:

Grievance – Donohue

Robert Donohue is the new Grievance Committee Chair. President O'Donnell provided the Board with a brief grievance report.

Librarians – George

The committee met in December. The chair provided Board members with a brief report. The most troubling item the committee discussed at its meeting was the fact that librarians are being hired as AFSCME Librarian II's and

not as MSCA librarians. Discussion followed.

Bargaining – Everitt

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.

It was moved and seconded to authorize the Day Bargaining Committee to return to bargaining on the 2017-2020 collective bargaining agreement. The motion passed 12 to 4 with a roll call vote:

Bullens – Yes
Chenault – Yes
Craghead – Yes
Diakite – Pass
Donohue – Yes
Eve – Yes
Gubbins – Not present
Gullen – No
Hegbloom – Yes
Hennessey – No
Hibbert – Not present
Krishnamurthy – No
Mason – Yes
O’Connell – Not present
Ramsden – Yes
Rutter – Yes
Seceleanu – No
Washington – Yes

It was moved and seconded to develop a clear statement today; a clear menu of activities; and a clear method of support to the bargaining team.

The motion passed.

The meeting adjourned at 3:10 pm.

Respectfully submitted,

Nancy George
MSCA Secretary