

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 5, 2019
MTA - Auburn**

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

Guests: Sean Barrett (MTA)

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 March 1, 2019, Board meeting.

The motion passed.

It was move and seconded to approve the minutes from the March 15, 2019, Board meeting.

The motion passed.

Chapter Presidents Reports:

Bridgewater

A member meeting was held soon after ratification. The president of the university attended the meeting and made a number of promises to faculty/librarians.

The Early College Initiative at Bridgewater was not organized or planned well this semester. The university hopes to offer this Early College Initiative next year as well.

Discussion followed.

Administration was asking faculty to submit personal syllabuses based on a public record request from NCTQ. Faculty protested this and currently MTA Legal has been asked if the intellectual property language in the CBA protects faculty from having to provide syllabi.

The working relationship between administration and faculty/librarians is strained. Administration is canceling meetings with union leadership.

Fitchburg

There was a chapter meeting about the CBA and equivalencies. It was well organized and attended. An open executive board meeting was also well attended.

The university has promised to implement equivalencies at little cost to the university.

Work to rule is still being adhered to at Fitchburg. Many faculty wear MSCA t-shirts on Tuesdays.

The Fund Our Future event went well and was well attended.

At a recent Board of Trustees meeting, the student trustee advocated freezing tuition and fees during a presentation and motion to the Board. During his presentation, the university president interrupted the student and spoke against the freezing fees. The motion was tabled and will be revisited during a future Board meeting.

Framingham

After the CBA ratification, union office hours were held outside of the university president's office.

This coming September, the new equivalencies will be in place.

The Early College Initiative is happening.

A luncheon was held to thank faculty/librarians who participated in committee work this past year.

MassArt

MassArt Day was last Thursday. Chapter President Mason urged the college president to speak to the faculty/librarians in attendance. As a result, the college president did speak with those in attendance at the meeting.

The graduate dean search is underway and faculty have been placed on the search committee.

MCLA

Not present.

MMA

Faculty continue to adhere to work to rule.

The new provost has been selected. She is Captain Brigid Pavilonis, Ph.D., who is a captain in the Coast Guard and has been a faculty member and department chair at the Coast Guard Academy for a number of years.

Salem

April 16-22 there is a teach-in on Fund Our Future. 48 faculty members are participating.

On April 23 there is a chapter sponsored meeting on higher education funding; local legislators and media have been invited.

On April 9, there will be a hearing in Swampscott on higher education funding. The chapter is planning on having a presence at the meeting.

Students have been pushing back against faculty, claiming micro aggression, and poor teaching. The students claiming faculty taught poorly did not do well in the faculty members' classes. Some of the students complained about faculty members to the DHE. The students would like to get the faculty members fired.

The university president has closed the budget gap by cutting sections, not rehiring adjuncts, and hiring very few faculty/librarian replacements. No retrenchments yet. The provost mentioned the possibility of departments or programs being combined; this will have to go through governance for approval.

It was noted by chapter leadership that 12 “critical administrators” will be hired in the near future, even with the budget problems faced by the university.

The chapter held two luncheons before the ratification vote to allow for discussion and information sharing on the CBA.

Westfield

Not present.

Worcester

PTR results are in: 18, 6%; 2, 3%.

The chapter is hosting a personnel action luncheon. Information on personnel actions, as well as applicable CBA language, will be discussed and reviewed.

A Union Action Committee has been created.

The chapter is revising its constitution.

MSCA Committee Reports

Grievance - Donohue

Chair Donohue provided Board members with a brief report on grievances and mediations.

Librarians Committee - George

The committee recently met and discussed the problem of librarian workload as well as the de-professionalization issue. Discussion followed.

The committee is working on a LPA Chair evaluation form as well as a CBA language proposal for the next round of bargaining.

It was noted that the online meeting software, Zoom, is being successfully used for online committee meetings. Chair George requested that Vice President Donohue investigate the MSCA licensing the fee-based version of this meeting software. Vice President Donohue agreed to do this.

MSCA Officer Reports:

President – O’Donnell

The Memorandum of Agreement needs to be agreed on. Jim Cox will send it to the DHE after it’s corrected and approved.

There is a supplemental budget that is being held back for our contract funding. It is hoped that we will see the money in July.

President O'Donnell still needs names for Delegate Assembly (April 12, 4:30 deadline) and MTA (April 10 deadline) delegates.

Vice President – Donohue
No report.

Secretary – George
It was moved and seconded to approve the following nominations for the NEA-RA:

Don Bullens - Worcester
Michelle Corbin – Worcester
Jonathan Flowers – Worcester
Christopher J. O'Donnell – MMA
Len Paolillo – Bridgewater
Alex Tarr – Worcester

The motion passed.

It was moved and seconded to approve the following nomination for the NEA-RA, which was received after the March 15, 2019, 5:00 pm, deadline:

Michael Baker – Worcester

The motion passed.

Treasurer – Love
MSCA Budget and Dues

Treasurer Love distributed the Anticipated Income Worksheet and Fiscal 2020 Budget Proposal to the Board.

It was moved and seconded to recommend to the Delegate Assembly for approval, the *Anticipated Income Worksheet*, including proposed dues structure and 2019/2010 Projected Income as presented.

It was moved and seconded to amend the *Anticipated Income Worksheet*, including proposed dues structure and 2019/2010 Projected Income as distributed, to adjust, under investment income, to the amount that will balance the budget. The motion passed.

The original motion passed as amended.

It was moved and seconded to recommend to the Delegate Assembly for approval, the *Fiscal 2020 Budget Proposal to the Board*, as presented.

It was moved and seconded to amend the motion so that the following changes are made:

Increase all chapter secretary salaries by up to 3%

Increase the three state secretary salaries by 3%

The motion passed.

It was moved and seconded to amend the motion so that the following change is made:
Reinstate the PHENOM line item to \$12,000. The motion passed.

It was moved and seconded amend the motion so that the following change is made:
Increase the MSCA administrators' stipends by 2%. The motion passed.
It is noted that Vice President Donohue abstained from voting and the other administrators present are not able to vote.

It was moved and seconded to amend the motion so that the line items of Editor and Archivist are reduced to zero. The motion passed.

The original motion passed as amended.

MTA Annual Meeting reimbursement

It was moved and seconded that the MSCA Board of Directors authorize the following stipends and reimbursements for MSCA Delegates to the 2019 MTA Annual Meeting: a \$100 stipend for attendance at Friday's business session; a \$100 stipend for attendance at Saturday's business session; reimbursement for mileage, tolls, parking and a hotel room for Friday night only (at the conference rate). Reimbursement will not be given for meals. Attendance shall be monitored by the MSCA President or the MSCA President's designee.

It was moved and seconded to amend the motion so that the amount of the stipend is \$125. The motion failed.

The original motion passed.

NEA Representative Assembly reimbursement

It was moved and seconded that the MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$2,000 for each of the duly elected MSCA delegates to the 2019 NEA-RA, contingent on proof of registration and voting receipts, and proof of attendance for at least 75% of the business sessions.

In addition, the MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) up to \$2000, after reimbursements from MTA have been deducted, for each duly elected Regional Delegate who is an MSCA members to the 2019 NEA-RA, contingent on proof of registration and voting receipts, and proof of attendance for at least 75% of the business sessions.

The motion passed.

MTA Reports:

Day – James

In the absence of Consultant James, Board members provided information on Fund Our Future activities. There will be a hearing on Fund Our Future at the State House on April 30. On May 16, a Fund Our Future rally will be held at the State House.

MTA Vice President, Max Page, asked Bridgewater Chapter President, Maria Hegbloom, to speak on Fund Our Future at Bristol Community College. There is concern that the U Mass system will receive a

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large share of state higher education money, leaving little money for the state universities and community colleges. Discussion followed.

DGCE – Barrett
Not present.

Health and Welfare Trust – George
The renewal rate for the MetLife dental insurance came in at a 1.5% increase. The Trust will be meeting on April 19 to vote on this increase as a quorum was not reached at the last meeting.

Board of Directors – O'Donnell and Washington
No report.

New Business

Work to Rule

There was general discussion regarding Work to Rule. It was determined that Work to Rule would stay in place and thus, no action by the Board was needed.

Armbands

It was moved and seconded to adopt an armband with a brief MSCA statement for graduation ceremonies. The motion passed.

The meeting adjourned at 2:40 pm.

Respectfully submitted,

Nancy George
MSCA Secretary