

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
September 6, 2019  
MTA Auburn**

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

**Guests:** Amy Everitt (Salem), Roberta James (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 June 7, 2019, Board meeting. The motion passed.

**MSCA Officer Reports:**

*President – O'Donnell*

*2019-2020 MSCA Board Calendar Issues*

The venue, Framingham State University, is now charging a room rental fee (over \$1000) and insurance for the Delegate Assembly.

It was moved and seconded to find a no charge venue for the 2020 Delegate Assembly. The motion passed.

*Committee Appointments*

It was moved and seconded to approve the following committee appointments:

Librarians Committee – Sarah Loudenslager (Westfield)

Part-Time Faculty Committee – Michael Stassen (Fitchburg), Nancy Davis (Mass Art), Eugene Morrow (MMA)

The motion passed.

*Membership Issues*

The language on the 2019-2020 MTA membership application for payroll deduction cannot be used by the MSCA. In addition, the MTA membership cards have been delivered, unsorted, to the Treasurer's office. President O'Donnell will give them to Consultant James at the end of the meeting. It is not clear if MTA will mail the envelopes the MSCA processed or print new ones and email them directly to "members."

It was moved and seconded that the MTA executive board investigate the time and money wasted in the distribution of membership cards. The motion passed.

*Day Contract Implementation Issues*

President O'Donnell provided the Board with a brief update on the day contract implementation issues. There were specific issues that continue to be addressed including: Appendix O, part time pay increase, librarian language consistency regarding terminal degree.

*Legislative Issues*

H3854 is an anti-Janus bill that would allow unions to charge for union services. It is anticipated that this bill will pass this fall.

The news recently reported that Governor Baker wants to reduce the sales tax from 6.25% to 5%.

President O'Donnell provided Board members with information on the Paid Family Medical Leave Act. Under this new state law, the MSCA must pay into this due to being an employer. In addition, even though MSCA members do not necessarily need this coverage due to benefits received through the CBA, MSCA members will have to pay into this plan as employees of the Commonwealth. This is due to the fact that not all employees of the Commonwealth have these benefits covered by their employment in the Commonwealth.

It was moved and seconded that the MSCA pay 100% of the fees associated with the Parental and Medical Leave Act for those MSCA employees who are not members of the Board.

It was moved and seconded to amend the original motion so that the money not be taken from chapter dues. The motion passed.

The original motion passed as amended.

*Leave Policies for MSCA Employees*

A brief overview of the current leave policies for MSCA Employees was reviewed by President O'Donnell.

It was moved and seconded to create a committee to look at the MSCA employee leave policy and that the committee provides a recommendation to the Board at the October, 2019, Board of Directors meeting. The motion passed.

The committee will be comprised of the following Board members: Elaine Craghead, Rala Diakite, Maria Hegbloom and Chris Gullen.

*Westfield Voluntary Separation Agreement*

The President of Westfield State University would like to offer the university's faculty and librarians a voluntary separation agreement even though the university is not facing budgetary issues. Discussion followed.

It was moved and seconded that the Board rejects management's offer to negotiate a voluntary separation agreement at Westfield. The motion passed.

*Work to Rule*

The Board has not yet lifted the work to rule mandate. It was noted that part-time faculty have not yet gotten their increases or retroactive monies.

It was moved and seconded to communicate to the chapters and faculty/librarians that we are staying in work to rule and provide them with an explanation why. The motion passed.

Note: The \$250 (per FTE part-time faculty member) to be given to part-time faculty, system-wide, was not distributed correctly due to a variety of mistakes made by administrations on different campuses.

*Vice-President – Hegbloom*

Vice President Hegbloom met with former Vice President Donohue for information on the duties and responsibilities as vice president.

The MTA All-Presidents' Meeting is next Saturday. She encouraged all interested Board members to attend the conference.

There was general discussion regarding the web page, which former Vice-President Donohue maintained as webmaster.

President O'Donnell asked Westfield Chapter Director, Chris Gullen, if he would be willing to take on the role of Webmaster. He agreed.

Access to chapter webpages has been restricted since the MSCA needs to renew our subscription to PressPass. The current, free version of PressPass on the MSCA web page, does not allow this capability.

*Secretary – George*

No report.

**Chapter Reports**

*Bridgewater*

A new faculty orientation was held on campus recently.

The president has stated that the MSCA's equivalency proposal at the table will be implemented.

There was a union-administration retreat held recently. Both parties want a collaborative work environment.

President Clark agreed to meet two times a year with the faculty. The chapter president will set the agenda.

Chapter leadership met with the chair of the Board of Trustees recently. MSCA members are being allowed and attend Board of Trustee meetings as well as attend and participate in the Board of Trustee subcommittee meetings.

Campus administration sent out an email to part-time faculty stating they will be paid the 2% retroactive money on October 4, with additional retroactive moneys to follow.

*Fitchburg*

A new faculty orientation was held on campus recently.

Nine out of 12 new faculty joined the union.

President O'Donnell agreed to provide the chapter president with information on part-time faculty minimum salaries.

In response to a question posed by the Fitchburg chapter president, the Board of Trustees Strategic Planning Committee is open to the public.

*Framingham*

The new equivalencies have been instituted and are being paid for on campus.

Administration is planning on a drop from 4000 to 3000 undergraduate students in the future (no timeframe specified).

There is a new provost. She announced a restructuring of academic affairs. The chapter is opposed to this.

*MassArt*

The dean of continuing education has left.

The new dean of graduate studies will now be in charge of continuing education.

A new faculty orientation was held on campus recently.

*MassArt* now has a new contemporary art museum. Admission to this museum is free.

*MCLA*

The academic dean returned to the faculty terminated at the beginning of July. The academic vice president is no longer employed by MCLA at the beginning of July. Due to these departures, Academic Affairs is now more welcoming to faculty/librarians on campus.

*Mass Maritime*

During the MMA faculty orientation, the president provided an apology to those present for the protracted way CBA negotiations went. Questions were not taken. This year, he will be offering faculty "town meetings." The first town meeting with faculty will be held on a Wednesday afternoon in October.

The dean will be reviewing all of the PTR, reappointment, promotion and tenure packages.

*Salem*

The voluntary retirement incentive has been implemented. If this had not been enacted, there would have been faculty/librarian retrenchments. Executive Vice President Scott James has taken the voluntary retirement incentive. Student Life is now under the Provost.

Enrollment projections were not accurate.

The Salem Chapter Executive Committee has been very active. The Salem Chapter president announced that neither he nor the vice president will be running for re-election in the spring.

A faculty member has been barred from campus due to a variety of accusations. It would be beneficial to deal with potential problems early on. Discussion followed.

There have been a large number of administrators shifting responsibilities and positions. These administrators do not necessarily have the experience necessary to do their new jobs.

*Westfield*

The chapter president shared an email she sent to her membership describing her activities this summer.

There was a joint APA, AFSCME and MSCA meeting on opening day. It was a positive experience for all involved and it is expected that additional joint meetings will be held in the future.

After the AUC convened, the president of the institution requested a meeting with the chair of AUC. It was recommended that the chair not meet with the president alone. Strategies were discussed.

*Worcester*

The second largest incoming class in the history of Worcester State University arrived on campus this fall. There are 1400 new students. Commissioner Santiago spoke at Opening Day.

Administration wants to present to ERC a PIF grant for discussion. It appears there is interest in defining "community engagement." Discussion followed.

**Officer's Reports – Continued**

*Treasurers Report – Love*

Treasurer Love brought up problems with the auditor including a lack of technical expertise and knowledge of new auditing practice. Treasurer Love will work on a RFP to hire a new auditor for the December, 2019, Board meeting.

President O'Donnell noted that the database conversion is almost complete.

It was moved and seconded to move \$7,500 from the Salary Database Supervisor line to the Editor line in the budget.

It was moved and seconded to amend the motion so that the amount added to the Editor line from the Salary Database Supervisor line is \$5,000. The motion passed.

It was moved and seconded to amend the motion so that an Assistant Editor's line is added to the budget with an amount of \$2,500 from the Salary Database Supervisor line. The motion passed.

The original motion passed as amended.

It was moved and seconded to move the remaining \$3,347 from the Salary Database line to the Negotiation Chair DGCE line. The motion passed.

### **MSCA Committee Reports**

#### *Day Bargaining – Everitt*

PFMLA – there have been impact negotiations regarding this. The next meeting is September 19. In October money will be taken out of members' pay for PFMLA.

#### *Successor negotiations*

The open-ended questionnaire recently went out. The survey is open until the September 20. On September 27 there will be a meeting to decide on focus group meetings to be held during October. January 31, 2020 is the deadline to meet with management.

#### *Elections*

Not present.

#### *Grievance*

No report.

#### *Librarians*

Chair George provided the Board with a brief report. The committee met in August to discuss proposed librarian CBA language with Day Bargaining Chair Everitt.

#### *MTA Reports*

##### *Day – James*

In October there will be a Bargaining Summit. Consultant James will ensure there will be a higher education component.

##### *DGCE – Barrett*

Not present; however, Consultant James stated that DGCE questions and concerns may be addressed to her as well as Consultant Barrett.

##### *Health and Welfare Trust – George*

The Trust has not met yet this year.

It is hoped that deposits from the Commonwealth are being paid into the EBSB account so that payments to MetLife may be made electronically in the near future.

*MTA Board – O'Donnell, Washington, Hegbloom*  
No report.

**New Business**

It was suggested by Vice President Hegbloom that chapter reports be submitted ahead of time electronically. Discussion followed.

In response to a question regarding a new contract orientation, President O'Donnell reported that it is scheduled for October, and that some administrators did not like the format. The MSCA is considering its own orientation.

**Adjournment**

The meeting adjourned at 3:25 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary