

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 4, 2019
Westfield State University**

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

Guests: Mara Dodge (Westfield), Amy Everitt (Salem)

Approval of the Orders of the Day:

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

It was moved and seconded to amend the orders of the day to include under the MSCA Officers Reports, President, following Work to Rule, *Webmaster*, *Social Media*. The motion passed.

The original motion passed as amended.

Approval of the Minutes:

It was moved and seconded to approve the minutes from the June 7, 2019, Board meeting.

It was moved and seconded to amend the minutes to change the following language under Chapter Reports (new language in **BOLD**; deleted language []):

MassArt

[The part-time faculty issue was resolved in one day.]

MCLA

The academic dean **returned to the faculty at** [was terminated in] the beginning of July.

Worcester

Administration wants to **present to ERC** [come to an executive board meeting] to discuss PIF grants. They might want to define community engagement. Discussion followed.

The motion passed.

The original motion passed as amended.

Visiting Speaker:

Mara Dodge, Westfield

Dodge presented to the Board of Directors reasons for posting the draft minutes of the 2019 Delegate Assembly on the MSCA web page for members to see. In particular, she stated the resolutions passed at the 2019 Delegate Assembly need to be posted. Discussion followed.

It was moved and seconded to change the orders of the day and to move, *2020 Delegate Assembly 2019 minutes*, which is found under the *MSCA Officers Reports, President*, directly after *Visiting Speaker*. The motion passed unanimously.

It was moved and seconded that we post the draft minutes of the 2019 Delegate Assembly after they have been reviewed by the state-wide officers.

It was moved and seconded to amend the motion so that the poster offers context to the posting of the minutes.

It was moved and seconded to amend the amendment to contextualize draft minutes into newsletter and also have resolutions summarized in newsletter by original author(s).

Both makers of the two amendments withdrew their motions.

The original motion passed.

It was moved and seconded that the draft minutes include new business items that affect upcoming bargaining and member engagement. The motion passed.

Chapter President Reports:

Worcester

A meeting of the membership was held yesterday. It was noted there are only 240 members due to adjuncts not paying their dues yet. This affects the ability to have a quorum.

Roberts Rules is being followed at MSCA/Worcester meetings.

Westfield

The Westfield State University Board of Trustees continues to be problematic for many of the Westfield State University employees.

For a variety of reasons, faculty voted to not participate in the search for a new provost.

The chapter president will begin speaking with the media.

The president of the institution is receiving “coaching” so that he may perform better in his position. Discussion followed.

Salem

The Salem Chapter executive committee has formed committees to study and address a variety of issues on campus. These include: Committee on Committees, Enrollment Management Committee, Political

Action Committee, Budget and Finance Committee, Communication Committee, Membership and Outreach Committee, Open Bargaining Committee.

It is evident from attending Board of Trustees meetings that the members of the Board of Trustees are not knowledgeable of higher education issues.

MSCA/Salem Chapter leaders will be attending the Higher Education Briefing, to be held at the State House on October 10, 2019, at 1:00 pm. Salem State's President Keenan has been invited to attend this event.

MMA

Not present.

MCLA

Things are improving on campus. The new administrators in Academic Affairs are working with union leadership.

There have been many committee appointments. The chapter president is appointing people to the committees from those faculty/librarians who are self identifying as interested in serving on the committees.

Former Chapter President Ramsden will be serving as a Title IX investigator in the near future and will be receiving training for this soon.

MassArt

The first welcome reception for full and part-time new faculty was held recently. The new provost agreed to hold these receptions annually. In addition, last night was the first off-campus faculty happy hour.

Framingham

An open letter regarding part-time faculty not receiving their retroactive pay was circulated on campus. In addition, there was a letter published in the campus newspaper. Note: both were distributed to board members.

A reorganization of academic affairs has been proposed by the new provost. There are concerns regarding process and content.

The university president finally agreed pay part-time faculty their retroactive pay for the first two years (2% each year).

Fitchburg

There are concerns regarding part-time faculty raises/retroactive payments.

There has been a massive drop in enrollment and retention.

During a recent meeting with the executive committee, the president of the university stated a request has been made with the DHE for part-time retroactive pay, with a payment to part-time faculty on October 18.

Administration would like work to rule to stop.

There have been miscalculations in PTR increases.

The changes in the SIRII have prompted other changes regarding the evaluation process. It was noted that Scantron, not ETS, is now processing evaluations and procedures are being changed due to this change.

There will be a sexual harassment workshop to be held on campus in the near future.

Bridgewater

Chapter President Hegbloom will attend the next Board of Trustees meeting. At this meeting she will speak in response to something that came up at the last meeting.

There is a chapter grievance regarding the improper staffing of committees.

The campus is going forward with an ombudsman office. It was noted that U Mass Amherst has a faculty sponsored ombudsman office.

There is an academic affairs policy that states faculty must teach on campus, face-to-face three times a week. It is claimed that this is an essential job requirement. Discussion followed.

MSCA Officer Reports:

President – O'Donnell

2020 Delegate Assembly location

It was moved and seconded to hold the 2020 Delegate Assembly at Worcester State University. The motion passed.

Committee Appointments

none.

Day Contract implementation update

Jim Cox is making edits. President O'Donnell will examine Cox's edits to ensure they are correct.

Leave Policies for MSCA Employees

The MSCA employee leave policy does not conform to state law.

It was moved and seconded to make all MSCA employees subject to the same policy and that the MSCA pay the PFML tax for the employer and employee. The motion passed.

Part-time Faculty

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 that the MSCA Board accept the BHE/COP amount for July 1, 2017, of \$1801.40. The motion passed.

It was moved and seconded that the MSCA Board directs President O'Donnell to contact the COP/BHE for their errors in 2018 and that they be corrected. The motion passed.

It was moved and seconded that the MSCA Board directs President O'Donnell to contact the COP/BHE for their errors in 2019 and that they be corrected. The motion passed.

Work to Rule

Work to rule continues due to equivalences and part-time pay.

It was recommended that if management wants faculty to attend open houses, faculty need to be paid. Chairs must attend open houses as part of their duties. Discussion followed.

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.

Vice-President – Hegbloom

State government officials (the Joint Committee on Higher Education members) will tour the state universities in the near future.

The Higher Education Legislative Briefing will be October 10, 2019, 1:00 pm at the State House where the MTA will be discussing the need for increased funding for higher education and in support of the Cherish Act.

PHENOM is doing work on the Bridgewater State University campus. Vice President Hegbloom encouraged all to have this sort of activity on their campuses.

There will be regional MTA president's meetings. Vice President Hegbloom encouraged all present to take members to these meetings so that higher education members' needs are heard.

Secretary – George

Secretary George stated her support for posting draft Delegate Assembly minutes on the MSCA web page. This would be a means for encouraging member activity within the union.

Treasurer – Love

Form 990 has been submitted.

The auditor's report was distributed.

It was moved and seconded to accept the report of the auditor. The motion passed.

It was moved and seconded to authorize the Treasurer to commence efforts and any related activities to identify a new qualified audit firm and that any recommendation resulting therefrom be brought to the MSCA Board for acceptance and appointment.

It was moved and seconded to pay the MSCA webmaster \$3500. To allow for this salary, \$3500 will be moved from the Secretarial Services line item into the Webmaster line item on the MSCA budget. The motion passed.

MSCA Committee Reports:

Day Bargaining – Everitt and Hegbloom

PFML impact negotiations

Maria Hegbloom provided a brief report on PFML impact negotiations. It was requested that data be provided on past FML leaves by faculty/librarians. It is surmised that management would rather wait until real bargaining begins to address PFML.

Successor negotiations

Open forums will be held on campuses this month to gain information on CBA language needs. Forums will be attended by Day Bargaining Committee members. Following the November 1, 2019, Board of Directors meeting, the Day Bargaining Committee will begin work on the pre-bargaining survey.

Elections – Mabrouk

Chair Mabrouk joined via phone and provided members with a brief report.

It was moved and seconded to approve the *Spring 2020 MSCA Officers Election Calendar* as distributed. The motion passed.

It was moved and seconded to approve the *MSCA Election Rules for Members Spring 2020 MSCA Officers Election* as distributed. The motion passed.

Grievance – Donohue

A brief report was provided to members by the chair.

Meeting conference calls have been adopted so Grievance Committee members may attend meetings remotely. Conference call technology has been provided by the MTA.

Librarians – George

Chair George provided the Board with a brief report. The chair and assistant chair hope to travel to campuses to meet with librarians to find out campus issues and potential librarian CBA language needs.

MTA Reports:

Consultants

There are now four consultants for the MSCA: Roberta James, who will work with all MTA units at Fitchburg, Framingham, MMA, Bridgewater, Westfield; Catherine Santiago, who will work with all MTA units at MCLA; Brett Seferian, who will work with all MTA units at Worcester and Salem; Colleen Fitzpatrick, who will work with all MTA units at MassArt.

Roberta James will be present at bargaining.

Discussion followed.

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 bring out of executive session the following motion:

It was moved and seconded the MSCA Board of Directors direct the two members of the MTA Board of Directors and one member of the MTA Executive Committee to advocate that MTA Higher Education consultants be distributed equitably based on unit member numbers.

The motion passed.

The motion brought out of executive session passed.

Health and Welfare Trust – George

The Trust met last week.

It is hoped that Trustee Murray will be able to advocate to the DHE the need to increase per FTE contributions in future successor CBA's. The Trust is in need of additional funding to pay the monthly MetLife invoices.

MTA Board of Directors – Hegbloom, O'Donnell, Washington

The next MTA Board of Directors meeting is October 18-19, 2019.

There are MTA sponsored public relations and organizing grants of up to \$5000. These may be given to a local or chapters. One use of the grant was to pay the passport fees of students who wish to study abroad, but can not afford to pay for a passport.

Old Business:

Due to the late hour, old business was not addressed at the meeting.

New Business:

None.

Adjournment:

The meeting adjourned at 4:00 pm.

Respectfully submitted,

Nancy George
MSCA Secretary