

**Massachusetts State College Association  
Delegate Assembly  
April 26, 2019  
Fitchburg State University**

**DRAFT MINUTES**

The meeting was called to order at 4:12 p.m. by President C.J. O'Donnell.

President C.J. O'Donnell introduced the MSCA officers, Mark Love, Nancy George, and Robert Donohue; Kendra O'Toole, the Parliamentarian; the Stenographer from Dunn Reporting Services; our MTA Consultant Roberta James. Special thanks went to Roberta Govoni for her work in making the arrangements for this meeting and help at registration.

Thanks to Chartwells for the excellent catering. Along with staff Terri Gouslin at the Fitchburg State University Conference and Events Services Office and Aruna Krishnamurthy, MSCA Chapter President, and Elizabeth Rodenhiser, Chapter Secretary in the MSCA Chapter Office at Fitchburg for their work on the on-site arrangements.

And, thanks to all the delegates who gave this Friday evening to represent their colleagues and conduct the business of the union.

Dr. Alberto Cardelle, Provost, Vice President of Academic Affairs of Fitchburg State University provided greetings to the delegates.

Aruna Krishnamurthy, Fitchburg State University, MSCA Chapter President, delivered the welcoming comments to the Assembly on behalf of the Fitchburg State University/MSCA Chapter.

**First Report of the Credentials Committee:**

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the first Credentials Committee Report: 51 registered delegates, 8 guests. It was moved and seconded to adopt the report. The motion passed.

**Standing Rules:**

It was moved and seconded to adopt the standing rules as distributed in advance. The motion passed.

**Agenda:**

It was moved and seconded to adopt the agenda, as received, for the Assembly.

It was moved and seconded to amend the agenda to move the new business items prior to item seven and to extend the amount of time for new business. The motion passed.

The original motion passed as amended.

**Minutes:**

It was moved and seconded to accept the April 27, 2018 Delegate Assembly Minutes. The motion

passed.

**New Business:**

*New Business Item One:*

It was moved and seconded to adopt the following resolution:

**Resolution to Empower the MSCA through Open Bargaining**

**WHEREAS**, Open bargaining empowers unions by allowing for active participation of the full membership in bargaining; and

**WHEREAS**, Open bargaining maximizes the collective power of the union in support of contract negotiations;

**THEREFORE**, be it resolved that when negotiating the terms for negotiation of the 2020-23 contract, the MSCA bargaining team must maintain open bargaining, as established in the final sessions of negotiating the 2017-20 contract; and

**Resolved, That** the MSCA bargaining team must not agree to any ground rules which limit the ability of members to be fully informed of all discussions and offers that take place during bargaining, or to agree to any ground rules that limit member observation of or participation in bargaining sessions; and

**Resolved, That** the MSCA bargaining team will work within a frame that informs members and allows and encourages observation and, when appropriate, participation in bargaining.

It was moved and seconded to amend the resolution so that the third paragraph reads:

**THEREFORE**, be it resolved that when negotiating the terms of a contract, the MSCA bargaining team must maintain open bargaining, as established in the final sessions of negotiating the 2017-20 contract; and

The motion passed.

The original motion passed as amended.

*New Business Item Two:*

It was moved and seconded to adopt the following resolution:

**Resolution to Empower Membership Engagement and Involvement in Developing Bargaining Proposals**

**WHEREAS**, the active engagement of the full membership in bargaining maximizes the collective power of the union in support of contract negotiations,

**THEREFORE**, be it resolved that in addition to the bargaining survey, chapter membership meetings may pass resolutions on areas of the contract of concern to members. Any chapter resolutions must be submitted by the Chapter President to the Bargaining Committee by the deadline for submission of the bargaining survey; and

**Resolved, That** the results of the bargaining survey and any chapter resolutions must be distributed to all MSCA members; and

**Resolved, That** all proposals of the MSCA bargaining team must be made available to all MSCA members once they have been proposed during a bargaining session and will be posted on the MSCA website within 48 hours of the conclusion of each session; and

**Resolved, That** a summary of each bargaining session will be posted on the MSCA website within 48 hours of the conclusion of each session; and

**Resolved, That** so that members may shape the content of bargaining, the sharing of MSCA bargaining team proposals and summaries of bargaining sessions will also include an online form or other mechanism for membership to send feedback to the entire bargaining team.

It was moved and seconded to amend the resolution so that paragraph three reads:

**Resolved, That** the results of the bargaining survey and any chapter resolutions must be distributed to all MSCA members via executive session presentations; and

The motion passed.

It was moved and seconded to amend the resolution so that paragraph three reads:

**Resolved, That** the results of the bargaining survey and any chapter resolutions must be distributed to all MSCA members via executive session presentations and be kept in chapter offices; and

The motion passed.

The original motion passed as amended.

*New Business Item Three:*

It was moved and seconded to adopt the following resolution:

**Resolution for Democratic Election of Bargaining Committee Members**

**WHEREAS**, Democratic process is essential to union governance, and

**WHEREAS**, most positions within the MSCA, including delegates, are appointed through democratic elections; and

**WHEREAS**, a democratic elections process for the nomination of Bargaining Team members would be in line with the democratic process requirement for other MSCA appointments;

**THEREFORE**, be it resolved that unless expressly prohibited by a chapter constitution, Chapter Bargaining Committee representatives must be elected via a written, secret ballot as is required for MSCA chapter delegates; and

**Resolved, That** the Chapter President must recommend the person receiving the highest number of votes to be the chapter representative and the person receiving the second highest number of votes to be the alternate, and

**Resolved, That** the Chapter President must provide the election results to the MSCA President, and

**Resolved, That** the Bargaining Committee members so elected will be nominated by the MSCA President and appointed by confirmation of the Board.

It was moved and seconded to amend the resolution so that the fifth paragraph is deleted and replaced with the following language:

**Resolved, That** the Chapter President shall consider the election results in making the recommendation to the MSCA President.

It was moved and seconded to postpone this resolution, New Business Item #3, until the 2020 Delegate Assembly. The motion passed.

*New Business Item Four:*

It was moved and seconded to adopt the following resolution:

**Resolution in Support of the Fund our Future Campaign to Increase Funding for Public Higher Education in Massachusetts**

**WHEREAS**, The MTA campaign to Fund Our Future (FOF) is an opportunity for members to use their collective power to demand and win long overdue funding for our public schools, colleges and universities; and

**WHEREAS**, The FOF campaign is designed to pass MTA sponsored legislation that will increase funding for public higher education by more than \$500 million per year through the implementation of the core findings of the 2014 Higher Education Finance Commission (the Cherish Act); and

**WHEREAS**, the Cherish Act bill would, over five years, restore state per-student spending on public higher education to the inflation-adjusted levels achieved in fiscal year 2001; and

**WHEREAS**, after years of being told that we need to do more with less, the Fund our Future initiative and the Cherish Act represent an important opportunity to restore the necessary funding to provide students with the education they deserve, support our contracts and to make college more accessible so that we can serve our mission as state universities; and

**WHEREAS**, this opportunity can only be realized with the full and activation of MSCA members acting in coalition with students and the community; and

**THEREFORE**, be it resolved that the MSCA endorses the Fund Our Future campaign and encourages full membership participation; and

**THEREFORE**, be it resolved that the MSCA will encourage full membership participation in the following ways:

First in collaboration with the MTA and PHENOM, the MSCA Board of Directors will work with local chapters to coordinate busses from all campuses so that faculty from every campus can attend the Fund Our Future Rally at the Statehouse in Boston on May 16.

Second, the MSCA Board of Directors will work with local chapters to assure that all members are informed about the ongoing campaign and opportunities to participate in future campaign events.

Third, the MSCA Board of Directors will work with MTA field staff and MTA organizers to ensure that all members receive regular updates about pending actions and updates on the legislation through the end of the legislative session.

The motion passed.

### **MSCA Officers' Reports**

#### *President's Report – C.J. O'Donnell*

Dear Delegates,

Let me open by expressing what an honor it has been to be able to serve as President of the Massachusetts State College Association these last eleven years. The professionalism and dedication of the MSCA Officers, Chapter Presidents, members of the Board of Directors, members serving on MSCA committees and staff continues to be impressive. Particularly the Bargaining Committee these last two years.

I would also like to express the appreciation the Board and I have for our MTA consultant assigned to the MSCA. Roberta James is assigned to the MSCA's day division and has assisted with bargaining; grievances, mediation and arbitrations; and been the point-person in Title IX complaints and related matters. Sean Barrett is assigned to the MSCA's DGCE division and has been with us since this winter. Sean is assisting with bargaining and organizing members.

#### *Raise Up Massachusetts*

As you know, the MSCA collected hundreds of signatures for the effort, but the constitutional amendment was struck down for "barrel rolling" by the Supreme Judicial Court.

#### *Health Insurance for Part-time and DGCE Faculty*

Although significant effort was made by MSCA and MTA on the bill, it was not passed in the House. The bill has been refilled.

#### *Day Collective Bargaining Agreement*

As we know all too well, the day Bargaining Team settled a contract last spring that included a significant win, an increase to 1-to-1 for all equivalencies (modes of instruction other than lecture and seminar).

Once the governor stated that he would reject the contract as too costly with the new equivalences, we asked the presidents to fund the equivalencies locally, which they refused to do. The MSCA then forced the Commissioner to submit the request, which took four months.

Although it may seem ridiculous to force the Commissioner to file the finding request without a formal rejection, voluntarily returning to negotiations would send a signal that unions in Massachusetts could be forced to renegotiate settled contracts simply by the employer telling them to.

*Post-Tenure Review*

PTR results were released this month. The results at this time are:

<b>University</b>	<b>Reviewed</b>	<b>6%</b>	<b>3%</b>	<b>0%</b>
Bridgewater	13	13	0	0
Fitchburg	13	13	0	1
Framingham	12	12	0	0
Mass Art	2	2	0	0
MCLA	3	3	0	1
Mass Maritime	8	7	0	1
Salem	13	8	5	0
Westfield	11	11	0	0
Worcester	19	17	2	0
<b>Total</b>	94	86	7	1

*Janus Decision*

As you know, the US Supreme Court ruled against unions in June. The MSCA has had more than 350 former agency fee payers switch to union membership. However, we have not had as much success with new full-time faculty. The MSCA will be reaching out this summer to try to increase new faculty union membership.

*15% Rule*

On February 7, 2019 the Massachusetts Supreme Judicial Court heard the presidents’ appeal of the Department of Labor Relation decision determining that the 15% rule is enforceable. A decision is expected by this summer.

Respectfully submitted,  
C. J. O’Donnell

*Vice President's Report – Robert Donohue*

The Vice President is identified as the MSCA officer responsible for the MSCA Conflict of Interest Policy and Whistle Blower Policy. There were no reported incidents with regard to either policy.

In my role as MSCA Vice President over the last year I have:

- Participated in day and DGCE bargaining
- Participated in 3 ratification votes
- Represented the MSCA on the Higher Education Leadership Council
- Represented the MSCA on the Employee Relations Committee
- Served as Vice Chair of the MSCA Grievance Committee
- Administered the MSCA website and domain

- Administered the MSCA Google apps for work account
- Administered the MSCA Twitter account
- Worked with local chapters to expand and improve their chapter websites

I am honored to serve as MSCA Vice President.

Respectfully submitted,  
Robert L. Donohue, Ph.D.  
MSCA Vice President

*Secretary's Report - Nancy George*

In the past year, as secretary of the MSCA, I attended all MSCA Board meetings; took detailed notes during the meetings; and submitted meeting minutes, in the form of a digital file, to the MSCA President, C.J. O'Donnell, typically no later than a week after each meeting.

Spring semester I supervised the nomination/election process for the 2019 NEA Representative Assembly to be held this coming summer in Houston. I would like to congratulate those members who will represent the MSCA at the NEA-RA this year: Don Bullens – Worcester; Michelle Corbin – Worcester; Jonathan Flowers – Worcester; C.J. O'Donnell – MMA; Len Paolillo – Bridgewater; Alex Tarr – Worcester.

In closing, thank you so much for allowing me to serve you as the Secretary of the MSCA. I appreciate the chance to serve the MSCA in this way and I will continue to work on various issues that relate to the role of the MSCA Secretary. Thank you again.

*Treasurer's Report – Mark Love*

It was moved and seconded to adopt the auditor's report, as presented in the Treasurer's Report. The motion passed.

It was moved and seconded to go into the committee of the whole to hear the presentation of the budget and the dues. The motion passed.

President O'Donnell presented the MSCA budget to the Assembly.

It was moved and seconded to come out of the committee of the whole. The motion passed.

It was moved and seconded to adopt the proposed FY 2020 budget, as described in the Treasurer's Report.

It was moved and seconded to amend the motion to restore PHENOM funding in the budget. The motion passed.

It was moved and seconded to amend the motion to create the following positions:

Bargaining Action Leader to replace the position of Editor. This will be a point person to coordinate

with all campuses, the bargaining team, and the Board to generate and execute supportive actions related to bargaining. Salary: \$5,000.

Organizing and Unity Leader to replace the position of Archivist. This will be a point person to coordinate with all campuses and the Board to generate and execute supportive and creative actions related to organizing membership, and chapter issues. Salary: \$5,000.

The motion passed.

It was moved and seconded to amend the motion to eliminate line item 9010 (Archives Costs - \$2,000).

The motion passed.

It was moved and seconded to amend the motion to remove the amount allocated to the MSCA Webmaster to \$0.00. The motion passed.

It was moved and seconded to amend the motion to reduce the amount paid to the DGCE chair by \$3,500. The motion passed.

The original motion passed as amended.

It was moved and seconded to adopt the proposed FY 2020 dues as described in the Treasurer's Report.

The motion passed.

### **Second Report of the Credentials Committee**

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the second Credentials Committee Report: 47 registered delegates, 6 guests. It was moved and seconded to adopt the report. The motion passed.

### **Proposed Amendments to Constitution of the MSCA**

It was moved and seconded to approve Constitutional Amendment #1.

New language in **bold**, deleted language [ ] .

#### Article IV. OFFICERS AND ELECTIONS.

Section 2. Nomination for Offices. Any member in good standing shall be eligible to be a candidate for office except for members of the MSCA Elections and Credentials Committees.

[a] At any time after November 1 of any odd numbered year, an eligible member shall be required to obtain nomination papers by **a request** [requesting by certified mail] to the MSCA Nominations & Elections Supervisor stating the Office to be sought. The Nominations & Elections Supervisor shall enter the name of the eligible member and the Office to be sought on the nomination papers and deliver them to the eligible member within two weeks. No person shall be a candidate for more than one office.

The motion passed.

It was moved and seconded to approve Constitutional Amendment #2.

New language in **bold**, deleted language [ ] .

Section 1 Standing Committees. The Standing Committees shall be the Bargaining Committees, a Grievance Committee, a Legislation Committee, an Affirmative Action, Equal Opportunity, Diversity (AA/EO/DIV) Committee, an Elections Committee, a Credentials Committee, [and] a Librarians Committee, **and a Part-Time Faculty Committee**. Members of Standing Committees will serve a two year term commencing October of even numbered years and on the date of appointment by the Board of Directors under the provisions of Section 2 of this Article VII; however, no member of the Elections Committee nor of the Credentials Committee shall be a candidate for any Office of the MSCA during his or her term of service in such committee. Each Standing Committee shall consist of one member from and representing each Chapter. Each Standing Committee shall elect its own Chairperson and determine its own quorum.

**Section 10, Part-Time Committee. The Part-Time Faculty Committee shall discuss and monitor issues specifically pertaining to the state university part-time faculty. Working within the structure of the MSCA, the Part-Time Faculty Committee shall seek to find resolutions to part-time faculty workplace challenges and advance issues affecting part-time faculty to other members of the MSCA.**

The motion passed.

**MSCA Committee Reports**

*AA/DIV/EO Committee – Gabe Aquino, Vice Chair*

No report.

*Credential Committee – Sarah Mabrouk*

No report.

*Day Bargaining Committee – Amy Everitt*

It is with mixed emotions that I offer to you the next, and hopefully final, iteration of our tentative agreement, which was reached on Monday March 4, 2019. Since this date, the tentative agreement has been recommended by the MSCA Board of Directors for ratification, overwhelmingly approved by the MSCA membership, and moved to the Governor’s desk for funding. At this time it is anticipated that the Governor will request funding and we hope to see the agreement fully implemented by early summer.

While I am relieved that our tentative agreement has finally reached the Governor’s office, I am equally frustrated and angry with the delays and loss of the equivalency language that we bargained and agreed on in good faith. Commissioner Santiago’s staff tactics last summer and fall put us at a distinct disadvantage. He waited six months to move our TA to the Office of Employee Relations (OER), knowing it would be sent back due to limits on funding levels. It was not until December that the Council of Presidents finally agreed to push the Commissioner to move the document forward. Within days, the TA was rejected and sent back. The MSCA BOD attempted to resolve the equivalency issues informally with the COP, to no avail.

With the COP unwilling to compromise, the MSCA BOD authorized the bargaining team to return to the table in February. This vote was taken with a great deal of consternation. Ultimately, the bargaining team was able to come to an agreement, but could not protect the increases originally made with the equivalencies. While losing the equivalencies was extremely disappointing, salary increases and other important gains were preserved.

I am grateful for the time, talents and efforts that this team brought to the table. Team members were actively engaged in the process, offering suggestions, support and creative solutions to a very challenging situation.

Finally, on behalf of the team, which is listed below, I would like to thank all of the chapter leadership and our MSCA members for their support throughout this long process. The displays of solidarity across the state were impressive, to say the least, and it allowed us to stand firm and push back with confidence. We were successful because of the support and pressure that all of you provided. It is clear that there is great interest in eroding our collective protections, and standing firm as one voice will be crucially important as we prepare to head back to the table in six months! Keep the blue shirts and stickers handy.

Bargaining Team:

Maria Hegbloom – Bridgewater, Vice Chair  
Aruna Krishnamurthy – Fitchburg  
Virginia Rutter – Framingham  
Katie Riel – MassArt  
David Eve – MCLA  
Elaine Craghead - Mass Maritime  
Amy Everitt - Salem, Chair  
Margot Hennessy – Westfield  
Don Bullens – Worcester  
CJ O’Donnell – MSCA President  
Roberta James – MTA

Alternates:

Irina Seceleanu  
Jenn Berg  
Robert Donohue  
Graziana Ramsden  
Nick Aieta  
Sam O’Connell  
Robert Donohue  
Katie D’Urso

Respectfully submitted,  
Amy L. Everitt,  
Chair, Day Bargaining Committee (Day)

*Bargaining Committee (DGCE) – Graziana Ramsden*

Bargaining Committee (DGCE) – The DGCE contract will expire Dec 31, 2020, so no action was taken this year. The committee will start on compiling data next academic year in anticipation of bargaining.

Respectfully submitted,

DGCE Bargaining Committee:

Graziana Ramsden, MCLA Chair  
Irina Seceleanu, Bridgewater, Vice Chair  
Rala Diakite, Fitchburg  
Virginia Rutter, Framingham

Ben Ryterband, MCA  
Nick Aieta, Westfield  
Don Bullens, Worcester

Alternatives:

Maria Hegbloom, Bridgewater  
Aruna Krishnamurthy, Fitchburg  
Robert Donohue, Framingham  
David Eve, MCLA  
Margot Hennessy, Westfield  
Julie Frechette, Worcester

*Credential Committee – Sarah Mabrouk*

No report.

*Elections Committee – Sarah Mabrouk*

Chair Mabrouk provided attendees with a detailed, written report discussing the committee's comprehensive review of future Election Organizations for the MSCA Officer's Election. These organizations include companies that could conduct a hybrid election, an online election with access/code information sent by mail, and an online election with access/code informal sent by email. The companies' proposals were sent to MSCA officers via zip files on April 23, 2019 with a request that the proposals be shared with the members of the MSCA Board of Directors.

Requested Change to MSCA Constitution

Due to problems with certified mail during the 2018 MSCA Officer Election, a request was submitted to President O'Donnell that the reference to "certified mail" in Article IV(2a) of the MSCA constitution be eliminated and that the Board of Directors not require the use of certified mail or any specific delivery method for election materials to the MSCA Nominations and Elections Supervisor during election periods.

Respectfully submitted by Sarah Mabrouk, Chair, Elections Committee

*Grievance Committee – Robert Donohue*

I took on the role as chair of the MSCA Grievance Committee after the elected chair of the Grievance Committee resigned in January 2019. The sudden transition to a new chair in the middle of an academic year was disruptive to the process. I wish to express my great appreciation to my fellow grievance officers, the Grievance Committee secretary, Chris Melin, the MSCA President our MTA consultants and the grievants for their forbearance and support during the transition.

The MSCA grievance chair serves as a resource to campus grievance officers during the initial stages of grievances and works directly with grievants if grievances proceed to mediation and/or arbitration. The MSC grievance chair also communicates and consults with the MSCA president.

Most grievances are resolved at the campus level. This efficient enforcement of the CBA demonstrates the competence and commitment of the campus grievance officers. If grievances are not resolved at the campus level the MSCA Grievance Committee determines if the grievance merits being taken to

mediation and/or arbitration. This academic year the MSCA grievance committee considered 23 grievances for mediation and arbitration. Topics of grievances considered for mediation and/or arbitration included evaluation, health and safety, and the cavalier treatment of our part-time faculty.

Respectfully submitted,  
Robert L. Donohue, PhD.  
MSCA Grievance Committee Chair

*Librarians Committee – Nancy George*

**Membership:**

Participants included the following MSCA librarians:

Nancy George (Salem), Suzanne Meunier (Framingham), Pamela Hayes-Bohanan (Bridgewater), Pamela Contakos (MCLA), Caitlin Pereira (Mass Art), William Lundmark (Worcester), Linda LeBlanc (Fitchburg). President O'Donnell served as an ex-officio member; Nancy George served as chair and William Lundmark served as vice-chair of the committee.

**Communication:**

The committee communicated via email and met in-person and via online meeting software.

Nancy George represented the committee at MSCA Board meetings and in librarian-related discussions with other Board members.

**Concerns and Activities:**

*E3 Form for LPA Chair Evaluation*

The committee is working on drafting the E3 form for LPA Chair evaluation.

*Deprofessionalization Issues*

This was again a topic that came up at our meetings. Members of the committee are troubled by the trend to hire librarians in positions in non-MSCA units. The issue was brought up in a MSCA Board meeting and the MTA is looking into this issue.

*Workload*

The committee has had in-depth discussions about the smaller number of MSCA librarians in their libraries and subsequent increased, unsustainable workloads for those librarians remaining at the libraries. It was determined that the primary way to address this issue and protect librarians from workload abuses is to seek language changes in the CBA that address workload.

*Librarian CBA Language*

A listing of possible librarian CBA language changes for the next round of bargaining is being worked on.

**Massachusetts Teachers Association - Reports**

*MTA Director – CJ O'Donnell*

I would like to state that it has been my pleasure serving as the one of the two MSCA (District 45H) representatives to the MTA Board of Directors for the past six years. Next year is my final year due to term limits. I encourage members to run for the position if they have an interest in the MSCA's role

within MTA. Of note this year:

MTA has an exciting new initiative called Fund Our Future intent on bringing \$1.5 billion to public school colleges and universities. There are two bills, The Promise Act (pre-K thru 12) and The Cherish Act (higher education) that re part of this campaign. You will hear more of the initiative today. Roughly a third of the funds would be allocated to public higher education. There are, however concerns that the state universities (and community colleges) may not receive their fair share of the funds as there is a belief that the executive and legislative branches have a UMass-centric view of higher education in Massachusetts. You can read more about the initiative on MTA's website.

<https://massteacher.org/current-initiatives/fund-our-future>

<https://massteacher.org/news/2019/01/higher-ed-bill-backed-by-fund-our-future-and-mta-is-filed>

MTA's legislative priorities this legislative session includes support for students, progressive revenues, fair workplaces, fair and dignified retirement and protecting public employees' rights. You can read more about these at:

<https://massteacher.org/current-initiatives/legislative-action>

Despite the Supreme Judicial Court's rejection of the constitutional amendment ballot questions, legislative efforts that increase the tax rate on income in excess of \$1,000,000 by 4% are afoot.

Despite the United State Supreme Court Decision in the Janus case, MSCA and MTA has not seen significant number of union members drop their membership, and in fact for MSCA more than 350 former agency service fee payers have converted to union membership. The problem is new teacher and faculty are not joining the union in the numbers we have seen in the past. The MSCA and chapters will need to do more to leg new faculty the protections the union provides.

The Higher Education Leadership Council is hoping to hold a higher education conference next year.

The MTA Summer Conference will be held at UMass Amherst again August 4-7.

*MTA Director – Keith Washington*

No report.

*BHE/MTA Health and Welfare Trust – Nancy George*

The Board of Higher Education/MTA Health and Welfare Trust Fund administers the Dental Plan and Vision Discount plan for all employees in public higher education who are affiliated with the MTA. There are twelve Trustees, six appointed each by management and by labor. I serve as the MSCA Trustee and as treasurer of the Trust.

Currently, the fund represents approximately 9000 individuals who hold either individual or family dental plans. Funding is provided solely by negotiated state contributions of around \$15.50 per week per employee (depending on the employee's bargaining unit).

The Dental Plan is currently administered by MetLife. Coverage is up to the annual maximum benefit of \$1,200. Negotiations have just ended for the MetLife renewal and the trust will vote on the premium

costs at the next meeting. Our average loss ratio was 85% from July 2018-March 2019; our typical loss ratio for the end of the fiscal year months is 99%. Our rate cap was negotiated at 6% for FY2021.

The manager of the trust is Health Plans, Inc. (HPI). HPI has created a solid member database and strives to answer members' questions in a pleasant, professional, timely manner. The Trust also employs Jack Nicolas, of KD Consulting Group, as our negotiator/consultant. The monthly reports to the trust are very comprehensive and informative and the consultant is extremely helpful to the Trustees at both Trust meetings and Financial Committee meetings.

Financial activities in the past year:

We continue to transition to using EBSB, rather than Bank of America, as our banking institution;  
An audit was performed by Whittlesey & Hadley, P.C.;  
IRS tax forms 5500 and 990 were filed in a timely fashion.

Any members having issues with their dental or vision plans can contact any Trustee who can put them in touch with either Health Plans, Inc. (eligibility manager for the trust) or with our direct representative at MetLife.

Web page: <https://bhe.healthplansinc.com/>

**Final Report of the Credentials Committee**

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the final Credentials Committee Report: 47 registered delegates, 6 guests. It was moved and seconded to adopt the report. The motion passed.

*Old Business*

None.

**Adjournment**

The meeting adjourned at 7:15 pm.

Respectfully submitted,  
Nancy George  
MSCA Secretary