

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

**Present:** Bullens, Chenault, Craghead, Diakite, Donohue, Eve, George, Gubbins, Gullen, Hegbloom, Hennessy, Krishnamurthy, Love, O’Conner, O’Donnell, Ramsden, Riel, Rutter, Seceleanu, Washington

**Guests:** Colleen Fitzpatrick (MTA), Catherine Santiago (MTA), Bret Seferian (MTA), Suzanne Wall (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 October 4, 2019, Board meeting.

The motion passed.

**Visiting Speakers:**

Following introductions, the MSCA’s MTA consultants and higher education director provided board members with information on their duties and responsibilities.

Consultants and Higher Education Director:

Colleen Fitzpatrick – MassArt

Roberta James – Bridgewater, Framingham, MMA, Westfield, Worcester; bargaining consultant

Catherine Santiago – MCLA

Bret Seferian – Salem and Fitchburg

Suzanne Wall – Higher Education Director

The new field representative (consultant) structure is the result of months of staff discussions and analysis.

It was suggested by board members and President O’Donnell that the field representatives/consultants be assigned additional duties such as Title IX and bargaining based upon strengths and expertise.

It was requested by President O’Donnell that consultants be aware of their assigned chapters’ grievances. President O’Donnell is receiving dozens of emails each day regarding grievances and the time needed to address these grievance cases is not sustainable. It was noted that Consultant Santiago is working on a grievance guide; an unemployment guide is available online. Board members requested Title IX training.

Director Wall announced a MTA higher education conference on January 10 and 11.

Director Wall announced that a toolkit for member retention and recruitment is available. This toolkit, for example, talks about a new right to find out personal emails/phone numbers of new hires when available.

Board members stated a need for more communication from the MTA and that the consultants serve as a vehicle for this communication.

Board members identified needs from the MTA: unemployment, grievances, HR/Title IX, bargaining, legislative, crisis, EO, benefits, recruitment.

Board members agreed there is a need to harvest and store digital and other formats of information on grievances, MSCA knowledge, and communications. Discussion followed. During this discussion, Director Wall stated NEA Communities might serve as a useful vehicle for some of these needs. Board members stated a digital archives (and archivist) might be worthwhile looking into.

Director Wall suggested that the MSCA work on a strategic plan.

The Salem Chapter model of executive board subcommittees was described by Director Chenault as a means for the exploration of issues and communication within a chapter.

### **Chapter President Reports:**

*Bridewater*  
sent via email.

*Fitchburg*  
On November 12 there will be a workshop on sexism/discrimination.

It was moved and seconded that the MSCA provide the Fitchburg Chapter with \$500 to fund the workshop. The motion passed.

It was noted that a MTA "All in One" grant will be pursued to fund this allocation to the Fitchburg Chapter. Additional information will be sent to board members by Director Wall on this grant as well as the MTA PR&O (public relations and organizing) grants available to members.

*Framingham*  
The chapter has been working with the president of the institution on a number of issues.

*MassArt*  
No report.

*MMA*  
email report

*Salem*  
Due to successful communications to members via Salem's "E-blast", a number of faculty members attended a recent Board of Trustees meeting.

Salem Chapter activities included a welcome new members to the union event which drew seven new faculty members and open meetings for bargaining.

There is a new Navigate system; all who work with students have access to this system. It was noted that information entered into this system may not be removed.

The Dean of the School of Education is having difficulty understanding the CBA.

There are safety issues in the Art and Design area that will cost approximately \$250,000 to resolve. Administration's solution is to cancel classes in this area instead of fixing the problem.

Executive Committee's subcommittee structure is working well. The Work to Rule mandate has provided members additional time to work on these subcommittees.

Chapter President Gubbins provided board members with information on the recent Voluntary Separation Agreement Incentive Program and how it is affecting the campus.

Board members requested information on former Bargaining Chair Everitt's recent resignation from the Day Bargaining Committee. Discussion followed.

#### *Westfield*

The Westfield Chapter leadership is working closely with the AFSCME and APA units on campus. Meetings with the institution's president are now attended by representatives of each unit as a group and not alone. There is an enormous amount of workplace stress present on campus due to problems and difficulties with the institution's administrative leadership and Board of Trustees.

It was stated that the BHE mandates annual evaluations on each university president prior to the granting of salary increases. See: [https://www.mass.edu/bhe/lib\\_president.asp](https://www.mass.edu/bhe/lib_president.asp)  
President O'Donnell will file a public records request for information on the Westfield State University's president's assessments.

There is a tenure removal hearing on November 15.

Future strategies by the Westfield Chapter were discussed.

#### *Worcester*

Not present.

#### **MSCA Officer Reports:**

*President – O'Donnell*

*Committee Appointments*

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

Day Bargaining Committee: Dan Mulcare – Salem

Day Bargaining Alternate Committee: Joanna Gonsalves – Salem

It was noted by President O'Donnell that members of MSCA committees must be members of the MSCA.

#### *Work to Rule*

It was moved and seconded to come out of work to rule.

It was moved and seconded to amend the original motion so that work to rule ends the last day of classes in Fall, 2019. The motion failed.

It was moved and seconded to amend the original motion so that the date we come out of work to rule is November 4, 2019. The motion passed.

The original motion passed as amended.

It was moved and seconded that the Board directs President O'Donnell to disseminate information as to why work to rule is ending including celebrating the 15% rule at the SJC and the part-time pay increases, the diversity of equivalencies, and Board support of the Westfield chapter. The motion passed.

It was moved and seconded that the Board of Directors issue a statement in support of the Westfield Chapter to continue work to rule. The motion passed.

The draft of the 2019 DA will be posted on the MSCA web page in the near future.

*Vice-President – Hegbloom*  
email report.

Vice President Hegbloom encouraged Board members to distribute the Fund our Future flyers and chapter presidents to complete the online or print MTA survey.

*Secretary – George*  
No report.

*Treasurer – Love*  
The monthly expense report was distributed. Discussion followed.

**MSCA Committee Reports:**

*Day Bargaining – Hegbloom*

*PFML impact negotiations*

Deductions are already being taken out of paychecks to fund the PFML. There will be additional conversations regarding PFML at HELC.

*Successor negotiations*

Following the November 1, 2019, Board of Directors meeting, the Day Bargaining Committee will begin work on the pre-bargaining survey.

*Elections – Mabrouk*

*Election Services Companies*

All election services companies which submitted proposals were notified of the Board's decision. The representatives of MK Elections and Survey & Ballot Systems expressed interest in submitting proposals to conduct the next election.

*Election Page on MSCA Website*

The [2020 MSCA Officers Election page](#) has been published on the MSCA website, and C.J. added the page to the main menu. The election page provides access to the [calendar](#) and [rules](#) (both approved during the October 4, 2019 MSCA Board of Directors meeting) and the pages for the previous two elections. This page includes information for requesting and submitting nomination papers, and I included an email hyperlink (for my MSCA email

address) to facilitate communication for the election. I included references to election information in Section 2[a] (for requesting nomination papers) and Section 2[b] (for submitting nominations papers) of Article IV of the MSCA Constitution and hyperlinks to the MSCA Constitution as well. A screen capture of the election page has been included in this file in case you do not have internet access via which to view the page.

*Intelliscan, Inc.*

John Arbitell of Intelliscan, Inc. was notified that the MSCA Board of Directors had selected the Intelliscan proposal and opted for a hybrid election. Via email, he has been provided with access to the election rules, election calendar, the 2020 MSCA Officers Election page, the MSCA Constitution, and the MSCA website, in general. Since all the election information has been posted online, I will now connect John with Mark Love, MSCA Treasurer, so that they can sign the contract for the election.

Respectfully submitted by  
Sarah Mabrouk  
Chair, Elections Committee

*Grievance – Donohue*

No report.

*Librarians – George*

Chair George provided the Board with a brief report. The chair and assistant chair have been meeting with librarians to find out campus issues and potential librarian CBA language needs. The meetings will continue the first week of November. The committee plans on meeting with members of the Day Bargaining Committee as well.

**MTA Reports:**

Information on new field representative/consultant structure was provided at the beginning of the meeting.

*Health and Welfare Trust – George*

No report.

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

No report.

**Old Business:**

Due to the late hour, old business was not addressed at the meeting. It was stated by President O'Donnell that the old business items on the agenda will be placed early on the agenda for the next meeting.

**New Business:**

For the next meeting, it was requested that MTA ask about professional development needs (perhaps MTA resources).

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Cherish Act – information on MTA working with the policy center to create an equitable funding formula for higher education based upon needs and students. This would eliminate inequities between the U Mass system and university and community college systems.

**Adjournment:**

The meeting adjourned at 3:00 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary