

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
February 7, 2020  
MTA Regional Service Center - Auburn**

**Present:** Bullens, Chenault, Craghead, Diakite (via phone), Donohue, Eve, George, Gubbins, Hegbloom, Hennessy, Krishnamurthy, Love, O'Connell, O'Donnell, Pilkenton, Ramsden, Riel, Seceleanu, Washington

**Guests:** Roberta James (MTA)

The meeting was chaired by MSCA Vice President Hegbloom as President O'Donnell was teaching and would be arriving late.

**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 December 6, 2019 Board meeting as amended.

The motion passed

**Visiting Speakers:**

none.

**MSCA Committee Reports:**

*Day Bargaining – Hegbloom*

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 accept the Day Bargaining Committee's proposal as amended during executive session. The motion passed.

The Board thanked the Day Bargaining Committee for their hard work.

**PFMLA**

The hearing on the charge of unilateral implementation will be held on February 13, 2020.

*DGCE Bargaining – Ramsden*

Committee leadership will be scheduling campus visits in February and March. The following visits have been scheduled:

Bridgewater:	March 5
Fitchburg:	February 20
Framingham:	TBD
MassArt:	TBD
Mass Maritime:	March 16
MCLA:	February 27
Salem:	February 21
Westfield:	February 28
Worcester:	TBD

It is anticipated that the survey of members will be ready by the end of March. It is hoped that an initial proposal will be ready by the end of April.

*Elections – Mabrouk*

Chair Mabrouk distributed a written report to Board members via email.

It was moved and seconded to accept the chair's report. The motion passed.

*Grievance – Donohue*

Progress is being made on getting through the mediation and arbitration backlog. Currently, there are three mediations and four arbitrations to be conducted.

*Librarian – George*

There will be a committee meeting in the next month.

Chair George stated how pleased she is that the committee was able to work with members of the Day Bargaining Committee to articulate librarian proposed language and needs for upcoming day contract negotiations.

**Chapter Reports:**

*Worcester*

There has been an increase in hate incidents on campus. Due to inclement weather a rally to be held yesterday against hate speech was cancelled.

The head of Human Resources apparently has a list of Jewish faculty members and would like to create additional lists of faculty by demographical identities. The chapter notes the HR Director's difficulties in following the CBA.

*Westfield*

The university president is retiring in August. It is surmised that the Westfield Chapter's activities against the president led to his retirement announcement. The Westfield Chapter wrote to the Commissioner of Higher Education in mid December requesting a meeting. Included in the letter were details regarding the violations of the open meeting law by the Westfield Board of Trustees. At a recent meeting, the Westfield Board of Trustees appeared to be carefully following the law.

Before his retirement, the Westfield President will be appointing an interim provost.

A celebratory cake was presented to the Westfield Chapter leadership for their hard work in getting their university president to retire.

*Salem*

There was a recent op-ed piece in the *Salem News* focused on the university not retaining faculty of color due to microaggressions against them.

Next week, four department chairs will be speaking to the Board of Trustees regarding what they do as faculty members. The chairs have been allotted 15 minutes for this presentation.

There is a new campaign on campus called "We Belong Here." All of the bargaining units on campus will be participating in this campaign – stating why "We Belong Here." Solidarity among the units includes work on the Cherish Act, focusing on why Massachusetts is ranked 45<sup>th</sup> out of the 50 states in funding of public higher education.

*MCLA*

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.

*MMA*

No report.

*MassArt*

MassArt chapter leadership requested information on how to approach the upcoming Joint Committee on Higher Education visit. Discussion followed.

Legislation has been filed to force MassArt to arm its campus police officers.

*Framingham*

It appears that the university has been successful in increasing retention of male African American students.

Due to the Framingham Chapter's activities, the university's plan to reorganize academic affairs has not been realized. It is anticipated that five deans will be returning to the faculty necessitating the hiring of new deans.

### *Fitchburg*

A recent meeting with the university president and provost revealed that the administration is focused on increasing financial aid rather than full funding of the Cherish Act. In addition, during the meeting, it was stated that during the next round of bargaining, the COP has selected a new chief spokesperson to represent management and that MSCA leadership is problematic during bargaining.

It was reported that 36% of classes cancelled in Spring 2020 were due to low enrollment.

There is a Cherish Act event on campus scheduled for February 25, 2020. Representative Natalie Higgins of Leominster and some students have been invited to speak during the event.

### *Bridgewater*

The Joint Committee on Higher Education visit occurred recently on campus.

The Bridgewater Chapter is handing out flyers on the Cherish Act and the MSCA at the student union every other week.

There will be a teach-in during the month of February focused on public higher education funding.

A forum on public higher education, with a focus on a book provided by the MTA, will be held in April.

The low enrollment cap has been increased. Administration is focused on not paying equivalencies and instead is offering prorated pay or encouraging students to sign up for independent studies. It was noted that prorated pay is a violation of the day CBA.

## **MSCA Officer Reports**

### *President – O'Donnell*

#### *Committee appointments*

It was noted that the MSCA needs additional members on several committees. There were no nominations from chapter presidents.

The MSCA was awarded the All-In MTA grant. As the per-unit-member amount increased from \$4 to \$10, the MSCA will be filing an amended proposal that should result in a substantial increase in grant money received. The Board thanked Bridgewater Chapter Vice President Seceleanu for her hard work on writing the grant application.

### *Vice President – Hegbloom*

Vice President Hegbloom attended a recent Board of Higher Education meeting and spoke on the

Cherish Act. Vice President Hegbloom distributed a handout to MSCA Board members that she handed out during this meeting on the Cherish Act.

It was suggested that if a new funding formula is developed, the community colleges will be big winners, the state universities will remain the same (regarding funding) and the UMass system will receive less money.

*Treasurer – Love*

A monthly report was not available due to computer problems at the Treasurer's Office.

The database is inaccessible. Work continues on the new QuickBooks-based dues database. Discussion followed.

Treasurer Love recommended that the treasurer office be located at the university where the treasurer works and be in the office a minimum of two times a week.

*Secretary – George*

The NEA-RA will be held this year in July in Atlanta, Georgia. Self nominations are being accepted until March 13, 2020. Nomination forms are available on the MSCA website.

**MTA Reports:**

*Consultant – James*

Consultant James is happy to assist with forums held on campuses.

Higher Education Advocacy Day will be held on March 2<sup>nd</sup>. Consultant James can coordinate rides for members into Boston with other groups.

There have been book clubs held for members with the subject focused on racial justice. MTA supplies the books. The book being used is, *White Fragility*, by Robin DiAngelo.

*Health and Welfare Trust – George*

The Trust will be meeting next week. There continues to be issues with paying the large MetLife invoices due to low levels of revenue from institutions. Funding levels need to change in CBA's in order for the Trust to be healthier financially.

The transition to using EBSB as opposed to Bank of America is taking place. The first ACH payment to MetLife was recently made.

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

Consultant James is happy to work with MSCA leadership to convince part-time members to join the union.

Eric Nakajima is a new Director of Government Relations.

MSCA Board Minutes  
February 7, 2020

MTA is more responsive to higher education than it has been in the past.

There is a need to build a more cohesive plan for Early College programs.

**Adjournment:**

The meeting adjourned at 3:30 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary