

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
March 6, 2020  
Fitchburg State University**

**Present:** Bullens, Chenault, Craghead, Donohue, Eve, George, Gubbins, Hegbloom, Hennessy, Love, Mason, O'Donnell, Pilkenton, Ramsden, Seceleanu

**Guests:** Colleen Fitzpatrick (MTA)

**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 add the following topic under the MSCA President's Report:

Academic continuity as it relates to coronavirus.

The motion passed.

The original motion passed as amended.

**Approval of Minutes:** February 7, 2020:

It was moved and seconded to approve the minutes from the February 7, 2020 Board meeting, as amended.

The motion passed.

**MSCA Officer Reports:**

*President – O'Donnell*

*Funding for MTA Winter Skills Conference*

This was approved at the December, 2019, Board meeting.

*Committee Appointments*

It was moved and seconded to approve the following MSCA committee nomination:

Todd Hibbert (MMA) – Day Bargaining Committee, Alternate  
Sarah Pilkenton (Framingham) – DGCE Bargaining Committee

The motion passed.

*2020 Delegate Assembly Allocations*

It was moved and seconded to approve the 2020 Delegate Assembly allocations as distributed. The motion passed.

*Tentative 2020 MTA Annual Meeting Allocations*

It was moved and seconded to approve the 2020 MTA Annual Meeting allocations as distributed. The motion passed.

*Procedure for electing MTA delegates and alternates*

It was moved and seconded to approve the procedure for electing MTA delegates and alternates as distributed. The motion passed.

*PFML impact negotiations update*

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.

*Update on Treasurer's Office Issues*

The Treasurer's office is ready to come off the Bridgewater network and use Comcast. As a result, the Treasurer's office has a new phone number: 508-807-1055.

The computers are connected with the (Comcast) router upstairs, near the computers.

The Bridgewater chapter secretary who has been working part-time for the MSCA Treasurer's office as has expressed interest in filling the open position in the Treasurer's office.

It was moved and seconded to retroactively pay this employee the higher rate of pay for the time that she has worked for the Treasurer's office. The motion passed.

Database update – A number of changes are being made to the new database by the person we have contracted with. He hopes to have all Fall 2019 data entered and invoiced by the end of spring semester. The old database has proven to be problematic due outdated software and computer failures. President O'Donnell spent a considerable amount of time working on the issues with the old database. A new computer has been ordered. Once the new, QuickBooks version of the database is fully functional, the information will be stored on the cloud. Discussion followed.

*Academic continuity as it relates to coronavirus:*

Chapter presidents shared information they have received from their administrations regarding the coronavirus. It is assumed that impact bargaining will have to occur as a result of this issue. Discussion followed.

*Vice President – Hegbloom*

*MTA Annual Meeting*

The report is attached as Attachment A.

*Treasurer – Love*

Treasurer Love distributed the monthly expenditure report. He reported that the investments had reduced revenues recently, but that dues revenue is ok. Discussion followed regarding the loss of MSCA members due to Janus.

*Secretary – George*

Secretary George encouraged Board members to self nominate for the NEA-RA meeting in Atlanta, Georgia. The last day for self nominations is March 13.

**MSCA Committee Reports**

*Day Bargaining – Hegbloom*

The committee met recently and agreed to ground rules. The next meeting is on March 9th. Management has many lawyers on their side. Management did not reject our proposal for open bargaining (silent representatives who are members of the MSCA).

*DGCE Bargaining – Ramsden*

**Listening Tour/Campus Focus Groups.** Chair Ramsden and Vice Chair Seceleanu attended five meetings at the following institutions:

Fitchburg, 2/20 - 9 faculty attended, including Aruna (Chapter President) and Rala (Grievance Officer); Graziana attended in person, and Irina via Skype.

Salem State, 2/21 - 4 faculty attended, including Jim (Chapter President) and Joanna (DGCE Bargaining Team member); Irina attended in person, Graziana via Skype.

MCLA, 2/27 - 9 faculty attended; Graziana attended in person, Irina via Skype.

Westfield 2/28 - 4 faculty attended, including Nick Aieta (DGCE Bargaining Team member); Graziana attended in person, Irina via Skype.

Bridgewater 3/5 - Graziana and Irina attended in person.

The committee is using the following timeline:

March 7: Draft of survey to begin in collaboration with DGCE Bargaining Team (on Google Doc).

March 23: Send survey out to members by March 23

April 3: deadline for survey and Chapter resolutions

April 6: Begin work on the bargaining platform in collaboration with DGCE Bargaining Team on Google Doc, perhaps meet once to discuss these items, including CJ and Roberta.

Next Campus Listening Tour dates:

March 16: Mass Maritime

March 17: Mass Art

March 26: Worcester

*Elections – Mabrouk*

Members of the Board received a detailed report from Chair Mabrouk on the status of the election. To date, there are four certified candidates who have supplied the Chair with the necessary items to be on

the ballot. Christopher O'Donnell for the Office of President, Maria Hegbloom for the Office of Vice-President, Michelle Corbin for the Office of Secretary, and Nancy George for the Office of Secretary.

Election rules and regulations have been followed with scrupulous attention to detail by the chair of the committee.

*Grievance – Donohue*

The grievance backlog is being reduced due to the hard work of the grievance officers.

*Librarians – George*

The committee will be meeting in the next few weeks.

**Chapter Reports:**

*Bridgewater*

There were course cancellations for part-time faculty; they were told right before classes were to begin.

There are continued problems with faculty scheduling guidelines. There is a mandate that faculty have to be on campus 3 times a week.

On campus, there continues to be interpersonal issues among faculty. The provost has been utilized to assist in many of these cases.

In April, there will be an event focused on the Cherish Act.

There continues to be problems with the evaluation process, specifically for non-tenured faculty.

*Fitchburg*

Not present.

*Framingham*

The provost left her position suddenly. Ellen Zimmerman is serving as interim provost until September 21, 2020.

The campus deans have almost reached their six-year right to return to the faculty with tenure.

*MassArt*

The faculty/staff development day is being held as planned.

MassArt now has an art museum that is free and open to the public.

*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*

This is the first week back at school.

There is a parking grievance at mediation.

The new provost is still learning details of the CBA and working chapter regarding committee member selection.

*Salem*

Department chairs spoke at the recent Board of Trustees meeting. They did a terrific job.

The Dean of the School of Business left the institution suddenly. A former faculty member is serving as interim dean.

The *We. Belong. Here.* Campaign continues on campus to try to create campus solidarity.

Advocacy Day was a success.

The campus continues to lose students. There are 22 grievances. Art and Design is losing some of their space. APRs are being cut.

*Westfield*

There are serious issues regarding surveillance of faculty members. Numerous grievances have been filed against the administration. There are a number of serious issues occurring on campus, including the hacking of \$1.75 million. In the near future, the chairs will be meeting with the Board of Trustees.

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.

*Worcester*

No report.

**MTA Reports:**

*Consultant – Fitzpatrick*

No report.

*Health and Welfare Trust – George*

No report.

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

Region H Executive Committee member Hegbloom's report is attached as Attachment B.

**Adjournment:**

The meeting adjourned at 3:00 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary

## Attachment A

Vice President's Report  
MSCA Board of Directors  
3.6.2020

### CHERISH ACT

- Outline of actions:
  - Joint Committee on Higher Ed visits
  - Higher Ed Advocacy Day
  - Planning district meetings with legislators (SDC & PAL)
  - Local forums (BCC in February; BSU is planning one in April; Fitchburg is planning one; Salem held an organizing/ higher ed funding event at the end of February); a number of K-12 locals are also planning educational forums
  - Letter writing campaign
  - Educational materials & a toolkit have been developed? (I'm looking into how we get these).
  - Activities expected to amp up near budgeting process
- Big asks:
  - Full Cherish Act = \$600 million over 5 years (don't necessarily expect to get this all done this year).
  - 1<sup>st</sup> year – FY 21 Budget asks:
    - \$120 million additional dollars toward public higher education
      - MassGrant Plus – financial aid for neediest students (\$20 million)
      - Debt-free future for educators – higher ed debt relief for new K-12 educators (MA public higher ed graduates) who take positions in needy districts in the state; important diversity initiative (6\$ million)
      - Adjunct Health Insurance – S1547/H2322 (\$13 million)
      - Adjunct Pay Equity – (I believe this focuses almost exclusively on CC, but not sure - \$7 million)
      - Capital Debt – (\$15 million) – savings must be invested in hiring full-time faculty/librarians/staff & student success initiatives
      - Campus Funding - \$64 million – operating costs – fully meeting each universities request
- Continued work on a funding formula

MTA/BOD – passed a NBI that directs the union to construct a funding formula for the distribution of funds to higher ed that would be based on a per/student (not per/institution) rate and would be defined through need (something closer to the K-12 model). A committee has been formed and has started work on this.

## Attachment B

### MTA Region H Report MSCA Board of Directors 3.6.2020

#### HELIC

- Budget = (See spreadsheet) Seems to suggest that the state colleges overall are receiving less money (but there are various allocations); Sean King noted that this does not include years 2 or 3 for the collective bargaining agreements.
- Legislative
  - Adjunct health insurance bill received a favorable report out of committee and will be sent to the senate ways and means committee; the Cherish Act has received an extension in committee so we are not expecting to hear about a recommendation until March 25<sup>th</sup>
  - Mass Taxpayers is saying that the state is 900 million in debt this year and blaming the Student Opportunity Act. Sean King says that this is not accurate. They do not account for all revenues. The SOA adds \$200 million more to the overall budget (out of a 40+ billion dollar budget) – so don't believe the hype.
- Higher Ed Conference (Springfield) – This was held on January 10<sup>th</sup>. Concerns were raised by some HELIC members that it was a disappointing conference. It was noted that HELIC did not participate in the planning of the conference.
  - Personal Note: As part of HELIC, I did participate in a phone meeting (when the face-to-face one was cancelled) along with a number of other HELIC members that was focused on planning for this conference. I encouraged programming around several key things that MSCA had identified as areas of need. I also found that many members I talked to who attended felt the event was very productive.
  - HELIC passed a motion that stated that HELIC will organize the Higher Ed conference in the future. A subcommittee will meet this month to begin that planning.
- MTA Annual Meeting – This has traditionally included a Higher Ed meeting on Saturday morning. There was some discussion of trying to bring back breakfast for this event. If MTA is unable to cover these costs we are seeking funding from the different higher ed unions to pitch in. Would MSCA be willing to offer some funds for this? The other question was one of how we want to “use” this time. It is a nice chance to have a number of higher ed folks in the room together, so what should the agenda look like? We will discuss this further at the next HELIC meeting.
- NEA Report
  - HR 4674 – Higher Education Re-authorization Act (signed into law in 1965 and renewed 8 times – last in 2008). It expands loan forgiveness to cover adjuncts; updates teacher preparation programs; raises the pell grant; improves campus safety; gives states incentives to invest in higher education. NEA is encouraging members to contact their Senators and Representatives to ask them to support this bill. You can read more about this act here: <https://educationvotes.nea.org/2020/02/17/two-decades-later-the-higher-ed-act-needs-an-update-say-nea-members/> and read up about how to take action here: <https://educationvotes.nea.org/issue/higher-education/#actions>



- GPO-WEP Bill – HR 141, HR4540, S521 = connected to spousal benefits & social security (I don't fully understand these issues, but it seems to be connected to the fact that we do not pay into social security as Massachusetts state employees).
- Preliminary dues changes = suggesting a \$4 increase for FT active members (from \$200 to \$204); for ESP this would go up \$3 (up to 24.50); (Based on a formula that determines the average salary for each FT member based on category).

#### MTA – EC/BOD

- Earth Day Actions (4/22) – MTA is planning a number of important events for the week of 4/20-4/24 in solidarity with student activist for climate change and the importance of this issue for future generations. This will include a march and climate strike on Wednesday. MTA will provide funding for busses for locals to encourage participation. (Up to \$750).
- Higher Education Advocacy Day (4/2) – Took place this past week. There was significant turnout from MSCA members! I will write a short piece for the newsletter. If you have pictures please send them my way. (I have a few, but too many of BSU folks).
- NBI – Professional Development for Higher Education = Courtney (interim director for TPL came to HELC to talk about Professional Development needs for Higher Ed). This could be a nice organizing tool as well as an opportunity to encourage MTA to be more responsive to Higher Ed needs. Call for Summer Conference proposals was sent out – Due March 8<sup>th</sup>. Presenters have their costs covered and receive a small stipend. Are there members you know that might have workshop ideas? Are there potential workshops that would be valuable to MSCA members?

Early College – MTA is moving more toward developing a position in relation to this issue. We need to make sure that MSCA is involved in that. I have recommended that they reach out to Aruna. Beyond that I think we should consider introducing an NBI at the annual meeting this year that would direct the MTA to conduct research into the programs that have already started across the state, to look into best practices from the national scene, as a means to begin developing a more coherent and shared response to this initiative.