Resolution to Empower the MSCA through Open Bargaining  
(passed April 26, 2019)

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 of a 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, nor 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.
Resolution to Empower Membership Engagement and Involvement in Developing Bargaining Proposals

(passed April 26, 2019)

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 via executive session presentation and be available in chapter offices; 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 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 give feedback to the entire bargaining team.
Resolution in Support of the Fund Our Future Campaign to Increase Funding for Public Higher Education in Massachusetts

(passed April 26, 2019)

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 buses 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.
Resolution for Democratic Election of Bargaining Committee Members

(passed April 24, 2020)

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 shall consider the election results in making the recommendation to the MSCA President; 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.

(The Assembly was advised that the final resolve statement violates the MSCA Constitution.)
Resolution for MSCA to Actively Oppose Austerity and to Fight for Federal Relief and Recovery for Public Higher Education

(passed April 24, 2020)

WHEREAS, after many years of public higher education (and other public services) in Massachusetts (and beyond) facing austerity policies, frequently framed as ‘doing more with less’ public higher education in Massachusetts (and beyond) has been in an ongoing and escalating crisis; and

WHEREAS, the austerity framework that has framed various budget and hiring decisions have proven to be detrimental to public higher education as a public good and has undermined the working conditions of faculty and staff and the learning conditions of students, particularly historically marginalized students; and

WHEREAS, the present COVID 19 pandemic and attendant economic crisis represents an existential threat to public higher education through significant budget cuts, severe staffing reductions, particularly for part time faculty, potential program retrenchment and campus closures, the undermining of primarily face-to-face instruction and inadequate student support particularly for precarious and marginalized students.; and

WHEREAS, the NEA’s April 9, 2020 call that the next COVID-19 Legislative Package “Provide at least $175 billion for the Education Stabilization Fund to distribute to states, allocated by formula, for public pre-K through post-secondary education to fill budget gaps caused by declining state revenues due to the COVID-19 national emergency.”; therefore be it

Resolved, That the MSCA Board of Directors, the Bargaining Action Leader, and/or the Organizing and Unity Leader specifically focus their allocated resources and primary attention on engaging and organizing the MSCA membership to push back against the implementation of austerity policies on our campuses and to demand federal funding initiatives. This includes providing support to local chapters to organize initiatives on each campus as well as coordinating initiatives at the statewide level.

Resolved, That the MSCA Board of Directors, the Bargaining Action Leader, and/or the Organizing and Unity Leader also focus their allocated resources and primary attention to develop coalitions with other affiliated public higher education and public education organizations. These include other elements of public higher education in Massachusetts, including but not limited to the unions at the UMass system and the Community College systems. This outreach should also include non-MSCA and MTA unions in such institutions;
Resolved, That these organizing efforts should focus on pressuring the Council of Presidents, Board of Higher Education, respective Boards of Trustees, community college and university leadership, as well as elected Massachusetts and Federal representatives to:

1. Oppose austerity measures as a ‘resolution’ for the crisis in public higher education which has been intensified by the COVID 19 crisis. In particular this includes opposing the closing of programs and campuses.

2. Push for inclusion of major Federal relief and recovery for public higher education in any forthcoming relief and recovery packages (particularly in light of the fact that Massachusetts - and many other states - are limited by the requirement that they balance their budgets).

Resolved, That these organizing efforts should include but not be limited to the following actions:

1. Dedicate an issue of MSCA Perspective on “Resisting Austerity”

2. Gather personal email addresses for the entire membership to ensure organizing activities can reach all members.

3. Use MSCA resources and administrative and infrastructural support to convene campus town halls to foster community dialogue and organizing against austerity.

4. Use MSCA resources and administrative and infrastructural support to convene a state-wide town hall to foster cross campus dialogue and organizing.

5. Organize members and chapters to work with the MTA and NEA to push Congress to fund public higher education.

6. Provide regular updates to the full membership via existing MSCA communication systems on steps taken toward these goals.