

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
August 28, 2020
Virtually using Zoom**

Present: Chenault, Ciano-Boyce, Diakite, Donohue, Eve, George, Hegbloom, Hennessy, Hibbert, Krishnamurthy, Leone, Mitroka-Batsford, O'Connell, O'Donnell, Pilkenton, Ramsden, Seceleanu, Smith, Washington, Weeks

Guests: Chris Gullen (Westfield), Roberta James (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 Minutes:

It was moved and seconded to approve the minutes from the July 10, 2020, Board Meeting. The motion passed.

MSCA Reports

Impact Negotiations on new Title IX policy

The Title IX federal law changed in the sexual assault area. There are now different procedures. As of August 13, 2020, a new policy was put in place by administration; MTA Consultant James advised us to enter impact negotiations regarding these changes.

It was moved and seconded to authorize the Day and DGCE bargaining teams to enter mid-term negotiations regarding the impact of the changes to Title IX. The motion passed.

Budget Items

It was moved and seconded to move \$2250 from the Bargaining Chair stipend to fund the new member liaisons positions (\$250 per person, one person per chapter). The motion passed.

It was moved and seconded to move \$6,300 from the Board of Directors Meetings line to fund the Contract Action Team leaders (\$700 per person, one person per chapter). The motion passed.

MSCA Logo merchandise

President O'Donnell will look into and get pricing for unionized company produced masks and hand sanitizers with the MSCA logo on them. He requested that chapter leadership contact him with numbers of t-shirts needed. It was noted that the All-In grant money could be used for the purchase of these items.

Day Bargaining – Hegbloom

Chair Hegbloom provided Board members with a brief update on day bargaining. PFMLA language is problematic due to management's unwillingness to provide faculty/librarians with accurate and appropriate compensation of the PFMLA tax withheld from paychecks. In addition, management began deducting the tax from employees' paychecks without resolution of bargaining over this; an unfair labor charge has been filed as a result of this action by management.

It is surmised that the one-year agreement, which contains important COVID-19 health and safety language, will not be agreed upon in time for the Fall semester. If this is the case, the team will begin contract negotiations for a three-year CBA.

The MSCA silent bargaining representatives have been very useful in the bargaining process.

The Board thanked Chair Hegbloom for her excellent leadership of the Day Bargaining Team and for her ability to calmly and clearly communicate desired MSCA CBA language to management.

DGCE Bargaining – Ramsden

A complete report was sent to Board members via email.

Management sent an incomplete proposal to the DGCE team. PFMLA is a component of the proposal.

The committee will be meeting next week; the next meeting with management is September 22.

Chair Ramsden thanked the DGCE Bargaining Committee members for their hard work on the committee.

Organizing and Unity Leader – Seceleanu

Leader Seceleanu has been tirelessly working on assisting part-time faculty members (union members and non-union members) in obtaining unemployment benefits. More than 150 unemployment accounts have been unlocked.

It was noted that the Greater Boston Legal Service can help individuals deal with unemployment.

There is a step-by-step guide to filing for unemployment on the MSCA website.

Five new member liaisons have been selected. There is a need for four additional liaisons.

A personnel action workshop will be held in October.

The Board thanked Leader Seceleanu for all of her hard work in helping the part-time faculty members obtain unemployment benefits.

Bargaining Action Leader – Gullen

A newsletter has been started for the Day Bargaining silent representatives to report on bargaining. There is a 60% attendance rate for those who request serving as silent representatives.

There are three campus representatives: MCLA, MassArt and Framingham.

Grievance – Donohue

Chair Donohue provided Board members with a brief report. There are several mediations scheduled for this coming fall.

Librarians – George

No report.

Chapter Reports

Bridgewater

The chapter president noted that she has an amazing team of MSCA members working with her on the executive committee.

There was a recent meeting with the university president. The chapter president brought in some faculty (not on the executive board) to discuss matters of safety. Some gains have been made. Director Leone has done an amazing job on the safety committee; specifically on testing and implementation.

Fitchburg

There will be no furloughs at Fitchburg. All three unions worked together on fighting furloughs.

Near universal approval of the union regarding this push back on furloughs.

Health and safety issues are a concern. The main concern is health and safety in classrooms. Ventilation is a constant concern. The chapter has studied what is needed, but is encountering problems with the administration. The music department is encountering difficulties in holding band rehearsals, while keeping the activity safe.

Framingham

There are a couple of buildings on campus, including the library, that are of great concern regarding health and safety.

Framingham is currently a “red” COVID-19 city.

MassArt

There are new chapter grievance officer and treasurer. The past chapter president is now a dean.

The search for a new university president will begin in the fall. There are three faculty members on the committee.

Enrollment is down by 12% - or more than 300 students, there are roughly 400 students are in the dorms.

The word “furloughs” has been raised in a recent meeting with administration. They are enrollment dependant.

There are major safety concerns on campus; ventilation is a huge problem. Hybrid or remote is a choice for faculty, however, staff must be on campus. Many staff members are very upset about having to be on campus.

MCLA

Classes begin September 14. The first two weeks all classes will be online. After that classes will be divided in two. Ventilation is a huge problem.

New faculty orientation will be online on September 4.

Two searches – one for the VP of Academic Affairs and one for VP for Administration and Finance – are moving forward.

No furloughs.

The university president recently endorsed a political candidate on the college's twitter account.

Mass Maritime

Staff and faculty have been working hard making sure air quality/ventilation is sufficient.

All students living in the dorms are in single rooms. There is a separate dorm students who test positive for COVID-19.

There will be a town meeting held this coming Tuesday. Classes begin on Wednesday.

Salem

Chapter President Chenault thanked the Westfield chapter leadership for providing information on their Board of Trustees issues and for participating in meetings with Salem Chapter members.

President Chenault provided Board members with information on recent meetings held at Salem with members of university administration.

Classroom cap sizes are 30+ and have been increased without notification; faculty are not happy about this. A chapter grievance has been filed about this issue.

Westfield

September 29 is the first day of in-person classes. Classes will be held primarily online until then. Just a few students will be living in the dorms.

A search is underway for a new university president. It is to be noted that the Board of Trustees is still supportive of the former university president.

A new committee called the Efficiency Committee has been formed. It will be examining how money is spent on campus.

A maximum of 350 students, living in apartments or single dorm rooms, will be living on campus in the fall.

There will be COVID-19 testing held on campus.

Worcester

The chapter is looking for a new grievance officer. There are 11 new members/new positions on the Executive Board.

A grievance was resolved regarding sabbaticals (not accepting sabbatical requests).

Classes begin in-person this coming Wednesday. Most faculty who wish to teach online will be able to do so. Roughly 30% of faculty will be teaching in person.

The issue of course caps is being looked at by the chapter.

MSCA Officer Reports:

President – O'Donnell

President O'Donnell reminded chapter presidents that MSCA committees need to be re-formed this October. In addition, there need to be advisory elections, in each chapter, for the day and DGCE Bargaining Committees. The chapter president continues to recommend Bargaining Committee members; the recommendation does not have to be the member who won the election.

It was moved and seconded that the MSCA pay for the costs of the MSCA Bargaining Committee elections. The motion passed.

It was recommended that the AUC at each university create Ad Hoc committees, one on racial justice and another on budget and finance.

It was moved and seconded that the AUC at each university create a racial justice ad hoc committee and a budget and finance ad hoc committee in accordance with the day CBA. The Board will provide guidance on the charges for the committees. The motion passed.

It was moved and seconded to approve the following 2020-2022 committee nominations:

AA/EO/DIV – Anton Smith (MMA)
Grievance Committee - Gretchen Skogerson (MassArt)
Part-Time Faculty – Eugene Morrow (MMA)

The motion passed.

It was moved and seconded to vote on work to rule at the October meeting in the event that the MSCA has not reached an agreement on a one-year contract. The motion passed.

Vice President – Hegbloom

Vice President Hegbloom provided Board members with an extensive report in person as well as via email.

It was moved and seconded to form a Health & Safety committee to help keep track of broader state-wide and federal guidelines and to incorporate the tools and advice from MTA on health and safety at our local levels. The motion passed.

Treasurer – Weeks

Treasurer Weeks provided Board members with a monthly expense report via email and a brief review of the MSCA's finances.

It was noted that the database is still being worked on and that the office continues to be dependent on BSU for IT support. It was suggested by Board member Eve that the office utilize a system such as Carbonite for backing up data off-site.

Secretary – George

No report.

MSCA Board Minutes
August 28, 2020

MTA Reports:

Consultant – James

Consultant James reported on Title IX changes earlier in the meeting.

Health and Welfare Trust – George

No report.

Board of Directors – Hegbloom, Washington

There was brief discussion regarding the reorganization of the MTA Higher Education division. It was stated that the division will be returning to Affiliate Services. The MTA Board voted in favor of this new structure.

Proposed new positions are still vacant.

Old Business:

None

New Business:

None.

Adjournment:

The meeting adjourned at 2:45 pm.

Respectfully submitted,

Nancy George
MSCA Secretary