

MSCA Board of Directors Meeting
Minutes of the Regular Meeting
November 6, 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, Riel, Seceleanu, Smith, 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: October 2, 2020

It was moved and seconded to approve the minutes from the August 28, 2020, Board Meeting.

It was moved and seconded to amend the minutes to include Riel on the present list for the meeting and change the Bridgewater Chapter report to read as follows:

Seceleanu reported that there could be daunting anticipated cuts ahead. It was reported that in late October there could be cuts as high as 20-25% to public higher education. MTA has a campaign to work with the legislature on the state budget; it is hoped the MSCA can participate in these activities. Bridgewater and Fitchburg will have organizing events in October regarding state funding. Seceleanu is working on a petition focused on state funding, and will get it to the Board by Monday.

The motion passed.

The original motion passed as amended.

MSCA Reports

Organizing and Unity Leader – Seceleanu

Seceleanu reported that the letter writing campaign met its goal; 1100 letters were written and sent to legislators.

There was a car rally for legislators as well.

The MSCA is paying each New Member Liaison \$250 as well as the covering the \$350 to be paid by MTA until we receive those reimbursements. The New Member Liaison iPads have not yet arrived.

One third of part-time faculty have not signed up for union membership so far this academic year. This may be due to a variety of factors including financial hardship, not getting a course assignment, or due

to the MSCA Treasurer's office not yet having sent the introductory package as lists come in late. It was suggested that a listserv be created for part-time/DGCE faculty. A variety of other recruitment strategies were suggested during the subsequent discussion.

Bargaining Action Leader – Gullen

Gullen stated that he can set up a Facebook page that would prohibit comments or allow for managed comments.

He is currently building a database of silent participants for Day and DGCE Bargaining. In addition, he fixed the Adobe issue on the evaluation forms.

Day Bargaining – Hegbloom

Day Bargaining Committee is preparing for the next round of bargaining.

DGCE Bargaining – Ramsden

Chair Ramsden reviewed management's proposals.

There will be a team meeting on November 12th and bargaining sessions on November 23rd and December 16th.

Elections – Mabrouk

Chair Mabrouk provided Board members with a comprehensive report via email.

Grievance – Donohue

Chair Donohue provided Board members with a brief report. It is anticipated that the mediation backlog will be eliminated by the end of the year.

Librarians – George

Most of the Librarians Committee recent discussions have focused on the research days language in the 2017-2020 CBA. The committee will be meeting in November to begin discussing possible language additions/changes in the day CBA for the next round of bargaining.

Chapter Reports

Worcester (O'Connell)

The provost denied all sabbaticals, due to university finances, and also denied the use of excess workload credit. Chapter grievances have been filed on these issues.

A resolution was passed by the Chapter that a racial justice committee be formed.

The Chapter has put together a budget committee to assist the Chapter in analyzing the university's budget.

Westfield (Ciano-Boyce)

There has been an outbreak of COVID-19 on campus. As a result, as of Monday, all classes will be held online and students living in the dorms will be quarantining. The university is trying to get more testing on campus.

The Efficiency Committee continues its work. It is working on phase two. A second survey has been sent out. The committee is looking at redundancies among departments.

The search for a new university president continues.

Salem (Chenault)

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.

The Academic Policies Committee recently voted to allow pass/fail grades for Fall 2020 semester.

Mass Maritime (Hibbert)

The Academy wants to continue face-to-face instruction after Thanksgiving, amidst COVID-19 concerns. In the spring semester, the sea term will be split into two sessions. The first half, "alongside," will have two separate cohorts of students to allow for social distancing.

MCLA (Ramsden)

There are two active searches on campus, one for the Vice President for Academic Affairs and one for the Vice President for Administration and Finance. There are a number of other administrative vacancies, which will necessitate additional searches for these positions.

There have been three positive COVID-19 cases on campus; one of these was a false positive result. Due to COVID-19 concerns, the spring semester will begin on January 27; there will not be a spring break this year. The spring semester will end in early May. Two commencements will be held in May, one for 2020 graduates and one for 2021 graduates.

MassArt (Riel)

Spring semester will be delayed by a week; consequently, there will be no spring break this year. There are very few cases of COVID-19 at MassArt.

The search for a new president continues.

The MassArt Human Resources director and assistant director have both left the College abruptly. The president's chief of staff is now overseeing Human Resources. There have been hiring issues that were a result of Human Resources not adhering to hiring guidelines and timelines.

Framingham (Donohue)

There were six positive COVID-19 tests at the last testing. There will be no spring break this year. Faculty have been asked to defer their sabbaticals; however, they will not be denied if they do not wish to defer their sabbatical.

The union presidents were asked to meet with the university president and the vice president of Finance. Upper-level administration is trying to gauge campus interest in a retirement incentive.

Fitchburg (Krishnamurthy)

A racial justice committee will be formed on campus.

It is surmised that the number of COVID-19 cases on campus is inaccurate due to missed cases. There has been no rise in reported cases.

There were a number of activities on campus to promote the legislative letter-writing campaign.

Director Diakite participated in a higher education Central Massachusetts Virtual Town Hall; multiple unions were represented. Roughly 50 people attended in addition to four legislators.

Bridgewater (Seceleanu)

There was a car rally for higher education with a simultaneous virtual component held in the Bridgewater State University parking lot. Fifty cars participated. Six legislators attended.

Unqualified students were admitted into a graduate health sciences program. This presents a danger to the community and has been grieved.

The Strategic Enrollment Committee was recently formed on campus by the university president. There was a series of contractual violations with this call, and a chapter grievance was filed as a result.

MSCA Officer Reports:

President – O’Donnell

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

AA/EO/DIV

MCLA – Nicole Porther
Westfield – Claudia Ciano-Boyce

Day Bargaining

MCLA – David Eve
Salem – Dan Mulcare
Westfield – Margot Hennessy
Worcester – Sam O’Connell

Day Bargaining Alternate

Fitchburg – Rala Diakite
Worcester – Susan Mitroka-Batsford

DGCE Bargaining

Salem – David Goodof
Westfield – Chris Masi
Worcester – Sam O’Connell

DGCE Bargaining Alternate

Fitchburg – Aruna Krishnamurthy
Westfield – Margot Hennessy
Worcester – Julie Frechette

Grievance

MMA – Todd Hibbert

Librarians

Framingham – Suzanne Meunier
MCLA – Kate Flowers

Part-Time Faculty

Framingham – Donna-Marie Cecere

The motion passed.

Legislation

The MTA meeting to put forward possible legislative items to be included in the MTA Legislative Package is this afternoon. President O’Donnell will attend to speak on the MSCA Board-approved issue of improving the tuition waiver/remission for higher ed employees.

FY 2021 Budget

The House budget is slightly better than the Governor’s budget. It is hopeful that the Senate budget will be better than the House budget.

Vice President – Hegbloom

Vice President Hegbloom provided Board members with an extensive report in person as well as via email. She also sent Board members information on recent HELC and BHE meetings. She recommended that Board members look at the BHE notes, in particular, information about enrollment and campus real estate.

The MTA is holding a statewide event on the evenings of November 18/19 that will include the use of illuminators.

There are a number of MTA workshop opportunities. Vice President Hegbloom recommended that we market these to our members.

As was reported in previous discussions, Vice President Hegbloom recommended we compile a list of BHE specific topics that are important to our members. This list should then be submitted to the MTA for assistance in getting further information on these topics.

Secretary – George
No report.

Treasurer – Weeks

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

The audit report has been completed. The auditor was pleased with how the MSCA is handling its finances.

The new member database work should be completed in January.

This fiscal year, the MSCA saw a decrease of \$22,000 in dues revenue due. However, approximately \$100,000 was saved due to COVID-19 restricting travel and meetings being moved online.

MTA Reports:

Consultant – James

The MTA Research division head has retired. The position is open.

There will be another higher education field representative hired in the near future.

Health and Welfare Trust – George

The Trust met in October. During this meeting there was discussion regarding employees paying into the plan to improve coverage. A general consensus of Board members mirrored Trustee George's opinion, that paying into the plan is a pay cut and not recommended.

Board of Directors – Hegbloom

Information in this report occurred in the Vice President's report.

Old Business:

None

New Business:

It was moved and seconded to endorse the MTA's statement, "Labor Defends Democracy." The motion passed.

Adjournment:

The meeting adjourned at 1:31 pm.

Respectfully submitted,
Nancy George
MSCA Secretary