

**MSCA Board of Directors Meeting**  
**Minutes of the Regular Meeting**  
**December 4, 2020**  
**Virtually using Zoom**

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

**Guests:** Lisa Delissio (Salem), Chris Gullen (Westfield), Roberta James (MTA), Bret Seferian (MTA)

**Approval of the Orders of the Day:**

It was moved and seconded to approve the orders of the day. The motion passed.

**Visiting Speakers:**

Lisa Delissio provided Board members with information about student aid/mutual aid networks. A link to a NY Times article was provided to Board members. Discussion followed.

**Approval of Minutes: November 6, 2020**

It was moved and seconded to approve the minutes from the November 6, 2020, Board Meeting. It was moved and seconded to amend the Bridgewater Chapter report to read as follows (third paragraph):

*The Strategic Enrollment Committee was recently formed on campus by the university president. There was a series of contractual violations with this call; thus, a chapter grievance will be filed.*

The motion passed.

The original motion passed as amended.

**Chapter Reports**

*Bridgewater*

Campus administration has been pursuing student complaints with a customer service mentality. The chapter has requested a mandatory workshop for students that would instruct them on their responsibilities as students.

There are many EO cases and health issues and concerns with faculty. A 70+ year old faculty member was denied his request to teach remotely due to health concerns.

A virtual workshop featuring a presentation by a psychologist will be held on December 15. The presentation will focus on mental health issues during the pandemic.

It was noted that the MTA offers workshops on mindfulness and burnout to members.

*Fitchburg*

Spring, 2021, enrollment is down 300 students. Administration is concerned about balancing the budget. More courses will be held online spring semester.

Students will be tested for COVID-19 and if they do not get tested they will be punished in some way. There have been interesting discussions with the university vice president regarding equivalencies. He agrees that they are a problem, but that the university lacks the money to appropriately compensate faculty. The chapter is strategizing ways to push back on the issue of equivalencies.

*Framingham*

There is a \$1 million structural deficit. Campus administration is thinking of ways to cover the deficit. Personnel attrition is thought of as one solution, with administration trying to convince other campuses of a possible retirement incentive.

The university has been aggressive about switching teaching modalities from in-person to online.

A Framingham chapter member asked if working from home would have tax benefits. Consultant James will look into this.

*MassArt*

Classes resumed on campus after Thanksgiving. There have been 19 positive COVID-19 cases at MassArt.

Enrollment has experienced a decline in numbers for spring semester. The impact of this is unknown. It is also not known if this will affect the number of students living in the residence halls.

The HR Director search is moving forward.

MassArt recently announced it has received \$250,000 in grants to advance racial justice through art. Here is additional information from the public announcement:

“Mayor Martin J. Walsh and the Mayor’s Office of Arts & Culture, in partnership with [Massachusetts College of Art and Design](#) (MassArt), today announced 16 ALAANA+/BIPOC artists and collectives received grants totaling \$250,000 in the first year of the Radical Imagination for Racial Justice (RIRJ) program. The funds and program support are dedicated to artists who identify as ALAANA+ (African, Latinx, Asian, Arab or Native American) or BIPOC (Black, Indigenous, People of Color) and who work

at the intersection of art, community, and justice to radically imagine and build toward a racially just society. These grants are made possible by the Surdna Foundation's Thriving Cultures program.”

### *MCLA*

There are eight positive COVID-19 cases at MCLA.

The academic calendar has been revised. Spring semester will begin January 26, 2021. There will be a long weekend in February, but no spring break.

A newly created Public Safety Committee will review the recommendations of its predecessor task force, the Summer Task Force on Public Safety.

It has been observed that there has been an increase in faculty in-fighting and departmental unhappiness.

### *Mass Maritime*

The chapter is working on one grievance.

The sea term has been split in two. The first portion will have two two-week periods where the students are switched out. The second portion will be after the spring semester.

### *Westfield*

The spring semester has been pushed back a week and spring break has been eliminated.

The search for the new university president continues. It was noted that now a three-quarter yes vote by the search committee on a presidential candidate is necessary for a candidate to move forward to the final recommendation list. It is hoped by chapter leadership that this will help ensure that quality candidates move forward in the search process.

The chapter is working on providing information to faculty/librarians that would describe what governance is and its importance.

The Efficiency Committee continues to work on its charge, including a comprehensive data collection, examination of efficiencies on campus, and the campus structure.

There is a \$7 million budget deficit at the university.

### *Worcester*

Grievance officer Jay Mahoney is retiring at the end of this semester. Charlie Fox will serve as the new grievance officer.

Spring semester will begin February 1. Classes will be held online.

An audit of the campus police may occur in the future.

### *Salem*

Salem chapter leadership provided Board members with information on the university president mandated furloughs imposed on Salem faculty and librarians. Discussion followed.

During the discussion a number of strategies were suggested.

The ULP (mandatory) mediation is December 16. The investigation will be held December 18 at 10:00 am. The investigation is not open to the public.

## **Committee Reports**

### *Organizing and Unity Leader – Seceleanu*

Co-leader Seceleanu provided the Board members with an overview of her activities.

Prior to the meeting she provided Board members with a draft of a recruitment letter for part-time faculty members. Co-leader Krishnamurthy drafted the letter, which outlines the benefits for part-time faculty to join the union as well as the recent wins and ways in which the MSCA has supported them. Co-leader Seceleanu requested that Board members read the letter and provide her with feedback. Information on the financial impact of a decrease in membership numbers on the MSCA and chapters was provided to Board members.

### *Bargaining Action Leader – Gullen*

Leader Gullen is working with Seceleanu and Krishnamurthy to transition some folders to G-Suite. Plans are being made to hold one or two workshops on the CBA and the bargaining process. Leader Gullen has been trying to come up with ideas on how to attract members to attend the workshops. Discussion followed.

### *Day Bargaining - Hegbloom*

The Committee met yesterday and is working on ways to solicit information from members on CBA language needs. There will be a survey and focus groups held in January. Work from the last round of bargaining will be used as well. In addition, bargaining will include silent bargaining representatives as was used previously.

### *DGCE – Ramsden*

Chair Ramsden provided Board members with an overview of the bargaining progress and activities. The next bargaining session will be held on December 16.

*Librarians – George*

Chair George thanked President O'Donnell for his work on the librarian language corrections in the CBA.

**MSCA Officer Reports**

*President – O'Donnell*

*Committee Nominations*

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

*Day Bargaining*

MMA – Todd Hibbert

*Day Bargaining Alternate*

Fitchburg – Rala Diakite

Salem – David Goodof

Westfield – Chris Masi

*DGCE Bargaining*

Salem – David Goodof

Westfield – Chris Masi

Worcester – Sam O'Connell

*Grievance*

Worcester – Charlie Fox

The motion passed.

*Legislation*

The MTA meeting to discuss possible legislative items is this afternoon. President O'Donnell will attend to speak on the potential legislative item concerning improving tuition remission for members.

*FY 2021 Budget*

The House and Senate are voting on the state budget today. A Board meeting will be held on January 8.

*Vice President – Hegbloom*

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

The STCC had seven programs that were slated to be cut. All seven programs were re-instated.

There will be a BHE meeting on December 15. Members may register up to 24 hours in advance of the meeting to speak at the meeting for up to three minutes.

There have been conversations with MCCC leadership to work with MSCA leadership on items of mutual interest.

Almost all higher education contracts will expire in 2021. Vice President Hegbloom wondered if there might be an opportunity to do collaborative bargaining.

PFML employee contributions are in the governor's budget proposal.

A Winter Union Skills and Bargaining Session Conference will be held virtually. The program is still being worked on.

Other workshops to be held in the near future include a Financial Analysis Workshop, and a workshop on 150E.

A higher education town hall will be held on December 17.

Vice President Hegbloom provided Board members with information on the consulting group, Parthenon and its work with the state universities.

*Secretary – George*

No report.

*Treasurer – Weeks*

*Expense Report*

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

*Member Database*

The member database will be completed in January.

Treasurer Weeks said that Treasurer's Office staff member, Melissa Henderson, has offered to attend the January 2021, meeting to provide Board members with information on the MSCA member database.

Treasurer Weeks also provided Board members with a summary of security issues, conversations with Bridgewater ITS staff about these issues, and the issues' resolutions. Note: BSU cyber insurance will not cover an incident on the member database.

New England PC and Web, Lakeville MA, has been hired to work on encryption, firewalls, and user

names and passwords.

**MTA Reports:**

*Consultant – James*

Consultant James recommended that the MSCA provide members with a Title IX workshop. Consultant James offered to help assist with the workshop.

*Health and Welfare Trust – George*

The Trust is meeting next week.

*Board of Directors – Hegbloom, Washington*

Information in this report occurred in the Vice President's report. The MTA Board is meeting tomorrow.

**Old Business:**

None

**New Business:**

None

**Adjournment:**

The meeting adjourned at 2:00 pm.

Respectfully submitted,

Nancy George

MSCA Secretary