



Affiliated with the MTA and NEA

April 24, 2020

Dear Delegates,

Thank you! I think you do not hear that nearly enough.

When the COVID-19 pandemic started to affect us in Massachusetts and the state universities announced that we needed to move classes online or to remote teaching, thousands of state university faculty did so... in just days, for the benefit of our students.

There was – rightfully and understandably so – great apprehension. There were bumps and there will continue to be bumps, but things have gone much more smoothly than I think any of us could have imagined. We were able to get protections regarding evaluations during this very uncertain time and while we anticipate returning to in-person classes in the fall, we need to prepare for the possibility that that will not happen.

The professionalism and dedication of the MSCA librarians and faculty continue to make me proud to me a member. It remains an honor to serve as President of the Massachusetts State College Association these last twelve years, now more than ever.

Please know that the MSCA Officers, Chapter Presidents, members of the Board of Directors, members serving on MSCA committees and staff continue to work hard for your benefit as we have moved our meetings to virtual meetings.

You may have heard rumors from your administration about the effects of the pandemic. We hear the same rumors. The union has not been contacted with any proposals, although we have agreed to start thinking about what ifs. Any changes that would alter the collective bargaining agreements would need to be negotiated at the bargaining tables. Decisions to waive certain provisions that do not adversely affect members (like the suspension of classroom observations and student evaluations this semester) will be considered as necessary.

I would also like to express the great appreciation the Board and I have for the four MTA consultants assigned to the MSCA. **Roberta James** is assigned to the MSCA's Bridgewater, Framingham, Mass Maritime, Westfield and Worcester chapters; **Catherine Santiago** is assigned to the MSCA's MCLA chapter; **Bret Seferian** is assigned to the MSCA's Fitchburg and Salem chapters; and **Coleen Fitzpatrick** is assigned to the MassArt chapter.

Health Insurance for Part-time and DGCE Faculty

Despite significant effort having been put into passage of a bill by the MSCA and MTA, the bill has not been passed in the House. There appears to be renewed interest in the bill at the Statehouse given the pandemic and the number of underinsured citizens in the Commonwealth.

Day Collective Bargaining Agreement

As you know the day Bargaining Committee is back at the table. Although we were energized for a new round of bargaining and efforts to build on some successes last round, the pandemic and the economic fallout from it are likely to affect our efforts. We have met with management virtually and will continue to do so.

DGCE Collective Bargaining Agreement

The DGCE Bargaining Committee has put together and distributed a survey. It's unclear if face-to-face negotiations will be possible this summer/fall when negotiations are slated to begin.

Post-Tenure Review

PTR results were released this month. The initial results were:

University	Reviewed	6%	3%	0%
Bridgewater	18	14	3	1
Fitchburg	12	11	1	0
Framingham	9	9	0	0
MassArt	4	4	0	0
MCLA	7	6	1	0
Mass Maritime	5	5	0	0
Salem	23	21	1	1
Westfield	12	12	0	0
Worcester	14	9	1	4
Total	104	91	7	6

Janus Decision Fallout

The MSCA has had more than 100 former agency fee payers switch to union membership this year, on top of more than 350 last year. Many of these members are part-time and DGCE faculty. We have had less success with full-time faculty and librarians, particularly new hires. The MSCA will be reaching out this summer to try to increase new faculty union membership.

Respectfully submitted,
CJ O'Donnell