

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, amended April 23, 2021)

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, unless there is no more than one candidate for the position; 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 on April 24, 2020, 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.

Resolution for MSCA to Adopt Transparent Practices

(passed April 23, 2021)

Whereas, MSCA members have the right to affect the union's position on policy matters and internal governance;

Whereas, regular meetings of the MSCA Board of Directors are open to all MSCA members in good standing – full-time, part-time and DGCE;

Whereas, time is set aside at the beginning of the Regular meetings of the MSCA Board of Directors meetings each month for visiting speakers;

Whereas, dates and times for regular meetings of the MSCA Board of Directors are posted on the official MSCA Calendar but presently not the correct location of the meetings;

Whereas, agendas for regular meetings of the MSCA Board of Directors and Committee meetings are not posted in advance on the official MSCA website;

Whereas, minutes of the regular meetings of the MSCA Board of Directors are posted on the MSCA website, but not the minutes of MSCA Committee meetings; and

Whereas, current posting practices make it difficult for members to attend both regular meetings of the MSCA Board of Directors and MSCA Committee meetings;

Therefore, Be it Resolved that:

All regular meetings of the MSCA Board of Directors and MSCA Committee meetings (with the exception of Bargaining Committee and Grievance Committee meetings) be posted on the MSCA website, clearly labeled and easy to find, with instructions on how members can attend,

That agendas of these aforementioned meetings be posted three business days in advance on the MSCA website,

That minutes of these aforementioned meetings be posted to the MSCA website once approved, and

That these aforementioned meetings are open to all members unless otherwise restricted by the MSCA Constitution.

Resolution for MSCA to Hold Statewide Candidate Forums via Video Conference

(passed April 23, 2021)

WHEREAS, the election of our statewide officers requires outreach throughout our state; and

WHEREAS, during the past two years we have established confidence and fluidity in using video conference as a meeting context for union activities such as our bargaining sessions and our general assembly; and

WHEREAS, outreach, communication, and contact between leadership and membership are crucial to organizing and leading our union; and

WHEREAS, efficiency in the form of conserved time and resources is crucial for our union; and

WHEREAS, candidate travel to individual campuses is costly in terms of time and resources for the candidate as well as the overworked chapter presidents; and

WHEREAS, members benefit from direct contact and communication with their potentially elected leaders,

Resolved, that the MSCA Delegate Assembly recommends that the MSCA Board of Directors include state-wide video conference forums in the biennial election procedures and elections calendar so that members may meet all candidates, including those who are unopposed; hear their reasons and preparation for serving; and ask them questions.

Resolved, that this plan specifically recommends election procedures that allow for the MSCA to:

1. Establish separate one-hour forums for each elected position-including President, Vice President, Treasurer, Secretary, and any other elected positions that the Board of Directors determines would benefit from such a forum.
2. Schedule the forums at least two days prior to the commencement of voting and one week after close of the nomination and verification period.
3. Advertise these forums at least two weeks in advance to the full membership via social media, direct email, and our website.
4. Ask the Chair of MSCA elections to moderate or name a moderator in their place.
5. Set a timetable for each forum where candidates speak for 5-7 minutes about their reasons and preparation for serving before responding to questions.
6. Replace these plans for the previous elections procedures that include options for campus visits that were to be instigated and scheduled by each MSCA chapter president.

Resolution for MSCA to adopt a “Last-Is-First” Guiding Principle to Foster Greater Equality within Our Union and Our Campuses

(passed April 23, 2021)

-Inequity Described-

WHEREAS, all who are employed in state universities under the Massachusetts BHE currently have widely unequal employment circumstances, with a lack of transparent decision-making and access to resources, particularly for part-time and full-time temporary employees; and

WHEREAS, these unequal statuses are growing in the context of management tactics that invoke austerity and claims that “this is how the market operates now;” and

WHEREAS, these inequalities emerge routinely in ordinary, everyday practices on our campuses and in our union *as well as* within our contracts and other agreements that formally regulate our working conditions; and

WHEREAS, these inequalities reflect and exacerbate the intersecting inequalities across race, ethnicity, nationality, and gender and sexuality including gender nonconforming and LGBTQIA identities; and

WHEREAS, these inequalities are not to be confused with differences that are spelled out for tenure-line faculty and librarians around seniority and tenure and promotion status; and

WHEREAS, our working conditions, which feature this inequity and unpredictability, are our students’ learning conditions, undermining our students’ educations and opportunities; and

-Divide and Conquer Described-

WHEREAS, these disparate statuses constitute management’s divide-and-conquer approach, which fosters divisions between more- and less-privileged employees in our work arrangements and access to physical spaces and resources in our universities; and

WHEREAS, “divide-and-conquer” is a well-known union-busting and union-weakening tactic; and

WHEREAS, this divide-and-conquer approach creates working arrangements that leave workers within our ranks subject to widely disparate payment schemes and working conditions; and

WHEREAS, this divide-and-conquer approach has actively facilitated excessive growth among university administrations to the exclusion of the needs of the rest, both through bloat and disproportionately high salaries for executives and other administrators; and

WHEREAS, the present COVID-19 pandemic and attendant economic crisis have amplified these divide-and-conquer methods as seen in escalating means of intimidation via furloughs and through practices of blunt abrogation of accountability by management for part-time faculty, full-time temporary faculty and librarians, and other positions that are more vulnerable under our contracts; and

-Last-Is-First Introduced-

WHEREAS, MSCA's navigation of the foregoing issues of equity occurs on individual campuses where each chapter takes the lead as well as in statewide contexts such as, but not limited to, the Employee Relations Committee (ERC) and bargaining; and

WHEREAS, a "last-is-first" approach involves a decision-making framework wherein an organization centers the needs and concerns of the most vulnerable members of their community, in opposition to the divide-and-conquer strategies and tactics that have fostered internal stratification and unequal working conditions; and

WHEREAS, a last-is-first approach signifies that our organization prioritizes addressing these inequities in its policies and decisions when negotiating, making proposals, or addressing community needs and thereby prioritizes these as opportunities to correct persistent and intractable inequalities at work; and

WHEREAS, the adoption of this resolution by the Annual Meeting of Delegates is its formal expression of opinion, intent, belief or position to guide the MSCA, its members, Board of Directors, Executive Committee and other groups within the MSCA structure; therefore,

Resolved, that the MSCA adopt a "last-is-first" guiding principle, such that in decision-making the MSCA aims to prioritize the needs of the most vulnerable members as our first priority.

Resolved, that, in particular the MSCA Board of Directors will adopt a last-as-first framework in executing its duties which could include but is not limited to bargaining, membership meetings, resource allocation, and ERC.

Resolution on Non-Elected Statewide MSCA Positions

(passed April 23, 2021)

WHEREAS, members should be aware of the various non-elected statewide stipend and salaried positions that MSCA elected officers and members fill (i.e., those not listed in the MSCA Constitution) and have a way to contact those serving in these roles;

WHEREAS, those serving on the MSCA Board of Directors often carry many heavy responsibilities;

WHEREAS, involving more members in statewide leadership roles can expand leadership ranks and bring to the union new perspectives and skills;

WHEREAS, according to the MSCA constitution “No person shall hold, at one time, two paid positions within the MSCA” (Article VI, Section 3) it could be beneficial to open such positions to all members;

WHEREAS, a clearly defined process through which non-elected paid positions and stipends are allocated and candidates are selected creates greater transparency and accountability;

THEREFORE, be it resolved that brief job descriptions be created for the salaried/stipend positions whose duties are not currently listed in the MSCA Constitution (i.e., Bargaining Action Leader, Perspective Editor, Assistant Editor, MSCA Webmaster, Organizing and Unity Leader, and Archivist);

Resolved, that these job descriptions be listed on the MSCA webpage along with the name of the person filling each role, their contact information (email) and university affiliation;

Resolved, that an application process be established for those positions which could be filled by MSCA members who both do and do not serve on the Board of Directors;

Resolved, that this application process include the following – the advertising of such positions and the creation of an application process;

Resolved, that the MSCA Board of Directors take an advisory vote on the selection of the candidate(s); and

Resolved, that each person filling these non-elected positions submit an annual report on their work which shall be shared at the annual Delegate Assembly (similar to the reports of the Standing Committees).