

**MSCA Board of Directors Meeting**  
**Minutes**  
**June 4, 2021**  
**Virtually via Zoom**

**Present:** Chenault, Ciano-Boyce, Diakite, George, Hegbloom, Hennessy, Krishnamurthy, Lam, Mitroka-Batsford, O’Connell, O’Donnell, Pilkenton, Ramsden, Riel, Rosero, Seceleanu, Smith, Weeks

**Guests:** Robert Donohue (Framingham), Chris Gullen (Westfield), Laurie Houle (MTA), Roberta James (MTA), Sarah Mabrouk (Framingham), Catherine Santiago (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: April 23, 2021:**

It was moved and seconded to approve the minutes of the April 23, 2021 MSCA Board meeting with the following changes (new language **BOLD**, deleted language [ ]):

Chapter Reports, Bridgewater:

[Union leadership is] **Members are** pushing for a pass/no pass policy for electives.

The chapter president gave a speech on bargaining to the Board of Trustees. During the meeting, the university president said [that he did not know if they would get the COVID money until 2023] **it was unclear when the university would receive the third round of corona virus money.**

Chapter Reports, Framingham:

A meeting with the president provost and deans was held May 21<sup>st</sup> [president].

The motion was passed with the changes made.

**Visiting Speakers:**

*Laurie Houle (MTA)*

Attorney Houle of the MTA provided Board members with a brief overview of the outcome of the furlough hearing. Discussion followed.

It was moved and seconded that the MSCA not appeal the CERB decision and we construct a letter that’s sent to all members that outlines this decision. The motion passed.

**MSCA Reports:**

*Elections - Mabrouk*

It was moved and seconded that The MSCA use Survey and Ballot Systems for the 2022 MSCA Officer Election. The motion passed.

It was moved and seconded to approve the Rules for the 2022 MSCA Officers Election.

It was moved and seconded to amend the original motion so that we keep the old language in Section 14 (with a few minor edits) and make the new language as Section 15 regarding the state-wide video conference meeting.

It was moved and seconded to amend the amendment so that the individual chapter forums be either virtual or in person at the chapter president's discretion. The motion passed.

It was moved and seconded to amend the amendment so that the candidates will be invited to attend the chapter forums, which will be either all in person, or all virtual. The motion passed.

The amendment was passed as amended.

The original motion passed as amended.

It was moved and seconded to approve the Calendar for the 2020 MSCA Officers Election as distributed. The motion passed.

*Organizing and Unity Leader – Seceleanu and Krishnamurthy*

Leader Seceleanu thanked her co-leader, Krishnamurthy, and resigned as Organizing and Unity Leader.

Leader Krishnamurthy stated she will continue through the summer and thanked Leader Seceleanu for her hard work.

Membership losses are a concern and require attention and focus. Chapter presidents need to submit names of the campus liaisons to Leader Krishnamurthy during the summer. That will ensure the liaisons receive the training necessary in the summer to do their jobs.

Leader Seceleanu serves on the MTA New Member Committee. The committee feels that liaison outreach is an effective way of addressing recruitment. MSCA membership numbers were reviewed with Board members.

It was moved and seconded that the MSCA pay \$250 to each new member liaison. The motion passed.

It was noted that there was a problem with MTA iPads getting to the liaisons this past year. President O'Donnell will speak with Interim MTA Higher Education Director Heather LaPenn about this situation.

It was moved and seconded that the MSCA pay \$700 per Collective Action Team Leader per campus.

It was moved and seconded to postpone the vote on this motion to the next Board meeting. The motion passed.

*Bargaining Action Leader – Gullen*

Leader Gullen continues to build a database of non-campus email addresses. Many are from the silent representatives.

There has been a request for closed captioning for Day Bargaining meetings. There is an app called REV, which costs \$20 a month, and would provide closed captioning without a transcript. There is a trial available.

Leader Gullen will send members a survey about the website. The now old theme currently being used is not compatible with the latest version of WordPress.

*DGCE Bargaining – Seceleanu*

The committee met at the beginning of May; the next meeting is June 10. The chair provided a brief report on the committee's activities and thanked the entire team. Chair Seceleanu requested more silent representatives to attend the meetings.

*Day Bargaining – Hegbloom*

Chair Hegbloom provided a brief report.

*Legislation – Riel*

No report.

*Librarians – George*

No report.

**Chapter President Reports:**

*Bridgewater*

The Chapter recently met with the university president and provost. A number of issues were brought up. SIRII evaluations were brought up to the provost. Faculty are pushing back on students referred to as

consumers by university administration. Librarians spoke about telecommuting. A follow-up meeting with the university president went well.

There was a push for one-year temps to be all external candidates.

#### *Fitchburg*

Chapter President Krishnamurthy is stepping down as chapter president at the end of this meeting. Vice President Diakite will serve as the new chapter president.

The Conlon Building was inspected by an inspector from MTA. Things are moving forward regarding rectifying this building's condition.

#### *Framingham*

The head of facilities came up with a listing of items that need to be repaired in the library.

There have been meetings with the deans and provost regarding fall return. HR is asking employees to voluntarily provide vaccination status.

#### *MassArt*

The new college president begins on July 1. The provost is leaving the institution.

#### *MCLA*

No report.

#### *MMA*

No report.

#### *Salem*

The chapter is still dealing with the fallout of the furloughs.

There is an interim dean of the College of Arts and Sciences.

Campus police will be getting body cameras and a K-9 member.

All new full-time faculty positions are one-year temporary positions.

There is a struggling regarding how to handle the IRB Committee over the summer. The IRB Faculty Fellow is selected by the provost. The committee members are selected by the MSCA. This went through

the All-College Committee. It was agreed to have this arrangement for one year. President O'Donnell will submit a request for information on the faculty fellow position.

*Westfield*

New president of the institution is Linda Thompson. The interim president is providing the new president with an orientation. Effort is being made on replacing Board of Trustee members whose terms have run out.

*Worcester*

There was a successful, recent, resolution of a mediation hearing.

The university is hiring 25 full-time, tenure-track faculty positions. Enrollment is down slightly.

There was a request that the MSCA Board take a position on extending the contractual limit (of three years) on temporary full-time faculty. The Board was not in favor of suggesting an extension.

**MSCA Officer Reports:**

*President – O'Donnell*

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

*Day Bargaining Alternate*

Luis Rosero – Framingham  
Graziana Ramsden – MCLA

*DGCE Bargaining Alternate*

Luis Rosero – Framingham  
David Eve – MCLA

*Grievance*

Aruna Krishnamurthy – Fitchburg

*Librarians*

Pamela Hayes-Bohanan – Bridgewater

The motion passed.

It was moved and seconded to approve the MSCA Board Schedule 2021-2022 as distributed.

It was moved and seconded to amend the motion so that the August meeting be held in person. The motion passed.

The original motion passed as amended.

It was moved and seconded that the Board join the 2021 Coalition of Campus Unions. The motion passed.

President O'Donnell reminded the Board that one of the resolutions passed at the 2021 Delegate Assembly requires the creation of position descriptions for stipended MSCA positions. In addition, there needs to be a listing of paid, MSCA positions.

An ad hoc committee was created to look into these issues, which includes: Katie Riel, Sarah Pilkenton, Maria Hegbloom, Chris Gullen, Luis Rosero.

*Vice President – Hegbloom*

There will be an MTA higher education forum held June 17.

There is a new MTA benefit for mental health.

Forty members will be joining the book club. It was noted that information on the book club needs to be sent to personal email addresses.

Vice President Hegbloom suggested a summer forum series to include topics such as organizing students, post pandemic teaching/learning, austerity politics, and racial justice.

It was moved and seconded to endorse the tentative topics for the summer forums. The motion passed.

President O'Donnell remarked that there was a need to look into MSCA employee benefits and that a committee was formed to do this more than a year ago. Vice President Hegbloom stated that the committee had met. She stated that she would send the Board the report..

*Treasurer*

The monthly expense report was sent to Board members via email.

*Secretary*

No report.

**MTA Reports:**

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*Consultants – James and Santiago*

No report.

*Health and Welfare Trust*

Trustee George stated that the MetLife monthly premium bill will be increasing from \$500,000 to \$535,000. The increase is due to member usage of dental benefits.

*Board of Directors*

The MTA Executive Committee is meeting tonight.

**Old Business:**

none.

**New Business:**

MTA building testing – Fitchburg Director Diakite remarked of the great work being done regarding building testing at FSU based on a grant from MTA. It was noted that this is also taking place at other state universities.

MSCA stipends and furloughs – Salem Director Smith indicated that the MSCA stipend paid monthly seemed to create problems with unemployment during the furlough weeks at Salem State University. There was a brief discussion of this.

**Adjournment**

The meeting adjourned at 3:30 p.m.

Respectfully submitted,  
Nancy George  
MSCA Secretary