

**MSCA Board of Directors Meeting
Minutes
August 27, 2021
Virtually using Zoom**

Present: Chenault, Ciano-Boyce, Diakite, Eve, George, Hegbloom, Hennessy, Krishnamurthy, Lam, Leone, O'Connell, O'Donnell, Pilkenton, Riel, Rosero, Seceleanu, Smith, Washington, Weeks

Guests: Robert Donohue (Framingham), Chris Gullen (Westfield), Roberta James (MTA), Sarah Mabrouk (Framingham),

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: June 4, 2021:

It was moved and seconded to approve the minutes of the June 4, 2021 MSCA Board meeting.

It was moved and seconded to amend the minutes of the June 4, 2021 MSCA Board meeting with the following changes (new language **BOLD**, deleted language []):

Bridgewater Chapter Report

There was [an issue with] **a push for** one-year temps to be all external candidates.

Fitchburg Chapter Report

The [Common] **Conlon** Building...

The motion passed.

The original motion passed as amended.

Approval of Minutes: July 14, 2021:

It was moved and seconded to approve the minutes of the July 14, 2021 MSCA Board meeting. The motion passed.

Approval of Minutes: August 14, 2021:

It was moved and seconded to approve the minutes of the August 14, 2021 MSCA Board meeting. The motion passed.

Visiting Speakers:

none.

MSCA Reports:

DGCE Bargaining – Seceleanu

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.

Chair Seceleanu provided the Board with an update on the status of negotiations.

It was moved and seconded to moved and seconded to create a MSCA Investigative Budget Committee with the charge to collect and analyze relevant financial information about the nine state universities, including making information requests when needed, and to work with chapter presidents to inform and educate members of the universities' financial information.
The motion passed.

Day Bargaining – Hegbloom

Chair Hegbloom provided the Board with a brief update on progress made on the recently bargained MOAs, including vaccine/mask mandates and COVID-19 health and safety language. Work on editing the final tentative agreement is ongoing.

Chair Hegbloom suggested that the Day Bargaining Committee continue meeting during the 18 months before bargaining begins again.

Bargaining Action Leader – Gullen

The silent bargaining representatives for both Day and DGCE Bargaining have been fantastic. Many times, there are 80-90 representatives, sometimes the number exceeds 100.

A meeting was held to discuss various aspects of bargaining. As soon as the MOA is finalized, Leader Gullen will work with Day Bargaining Chair Hegbloom to provide more information to CAT members.

Work continues on getting members' off-campus email addresses.

Leader Gullen continues work on the MSCA website. The theme needs to be changed. The domain name mscaunion.org is good for another five years. Working with Network Solutions to ensure administrative contact information is up-to-date and not tied to a personal email address. The MSCA email address for web issues is: webmaster@mscaunion.org.

Organizing and Unity Leader – Krishnamurthy

There was a recent meeting with new members liaisons. Some of the iPads have been distributed. Future meetings and communications have been planned.

There has been a drop in part-time members. Leader Krishnamurthy and President O'Donnell worked with the MSCA Treasurer's office to obtain a listing of non-members with a goal of

focusing on these individuals to join the union.

A suggestion was made to include retirees as MSCA members.

Elections - Mabrouk

Chair Mabrouk provided the Board with a report via email and during the meeting. It was reported that vendors who were not selected for the MSCA's officers' election services were notified.

There is a comprehensive 2022 MSCA Officers Election page on the MSCA website. The address is: <https://mscaunion.org/2022-msca-officers-election/>

Chair Mabrouk reiterated the importance of having members' personal email addresses for the election.

Grievance

Mediations have been temporarily halted due to a lack of mediators.

Legislation

No report.

Librarians – George

Chair George stated that most librarians at the state universities are now working in some sort of in-person capacity at their respective libraries.

Chapter President Reports:

Bridgewater

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.

It was noted 6% of students have a vaccination exemption due primarily for religious reasons.

Fitchburg

The provost is leaving as of September 1. An interim provost has been named.

The MTA Health and Safety Consultants have released a final report for the Conlon Building. It is expected that an architect or architectural firm will have to be hired to address the structural problems that building has.

A review of the campus vaccination rules and regulations for students was provided to Board members. It was noted that one-third of students are not vaccinated. Discussion followed.

Framingham

A meeting was recently held with the university president and provost. There are concerns about vaccination rates among students. Many administrative employees have left the university. A search for a new university president has begun.

The University administration would like lower equivalency rates.

It was found that nine faculty members have lower pay due to gender. Chapter President Pilkenton, President O'Donnell and MTA Consultant Santiago met with the administration at their request to inform the MSCA of upcoming adjustments.

MassArt

The new college president, Mary Grant, began on July 1. The new interim provost is former chapter president, James Mason.

MassArt is very strict about COVID-19 rules and regulations.

MCLA

There is a new academic vice president. Some initial meetings have occurred with this administrator.

There is a campus vaccine and mask mandate for students.

MMA

100% of the freshman class, which has been on campus for two weeks, is vaccinated.

Salem

There have been a number of administrative and faculty/librarian resignations. It is expected that additional faculty will leave the institution due to poor morale and treatment by administration.

Westfield

All but seven freshmen students are vaccinated. Student athletes are 100% vaccinated. It is unsure what the vaccination rate is for upper-class students.

There is a new university president and a new provost.

There is no school structure, with only one dean. This will make evaluations difficult.

Wilson Hall needs sprinklers. It is expected that this will expose other issues that the building has, such as mold and water leaks.

Worcester

There are two new administrative positions, one administrator is leaving.

A new member lunch was recently held. Most of the new members are one-year temporary faculty from Becker College.

The newly acquired building has experienced water damage from a recent rainstorm. Faculty are being moved out of that building to another building while repairs are made.

MSCA Officer Reports:

President – O'Donnell

President O'Donnell requested that chapter presidents provide him with MSCA committee member nominations.

Vice President – Hegbloom

The summer forums had between 15 and 60 participants each.

Vice President Hegbloom suggested the creation of an MSCA Racial Justice Committee. Discussion followed.

Forty members joined the book club, with thirty people actively involved in the club. There were problems scheduling times to meet.

A conflict-of-interest complaint arose this summer and an investigation is concluding. A report will be issued by next week.

Treasurer

The monthly expense reports were sent to the Board via email and briefly reviewed.

The audit has been completed. The report will come out next week.

The member database is now running off the new system. The older system is being used as a backup.

Secretary

No report.

MTA Reports:

Consultants – James

No report.

Health and Welfare Trust - George

The Trust met in person August 5 at a Worcester restaurant. It was scheduled by Co-Chair Mike Murray of the DHE. Trustee George declined to attend due to COVID-19 concerns and questioned Co-Chair Murray's selection of the in-person, restaurant meeting venue to him, with no influence on the decision of the meeting venue.

Board of Directors – Washington and Hegbloom

No report.

Director Hegbloom noted that she sends reports as she has them to Board members throughout the year.

Director Washington thanked and applauded the bargaining teams, Chairs Seceleanu and Hegbloom, the Bargaining Action Leader and the silent representatives, for the professional way bargaining was carried out this past year.

Old Business:

Old Business item on the agenda were not discussed and will be discussed at the October meeting.

New Business:

none

Adjournment

The meeting adjourned at 2:45 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary