

MSCA Board of Directors Meeting
Minutes
October 1, 2021
Virtually using Zoom

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

Guests: Robert Donohue (Framingham), Sandy Faiman-Silva, Chris Gullen (Westfield), Jennifer Mendell (Bridgewater), Roberta James (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: August 27, 2021:

It was moved and seconded to approve the minutes of the August 27, 2021 MSCA Board meeting. The motion passed.

Visiting Speakers: Sandy Faiman-Silva

Retired BSU member, Sandy Faiman-Silva, provided board members with a brief overview of the Common Start Coalition. She is convener of the Cape & Islands Common Start Chapter of the Common Start Coalition to bring affordable, accessible, high quality early education and childcare to all Massachusetts families through the Common Start Bill (H.605/S.362). Senate lead co-sponsor is Susan Moran. Sandy attended to ask for the MSCA's sponsorship of the bill. A State House hearing will be held November 23 at 11 am.

Additional discussion on sponsorship of the bill will be discussed under Old Business at the November Board meeting.

MSCA Reports:

DGCE Bargaining – Seceleanu

Bargaining Action Leader – Gullen

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 moved and seconded to bring out of executive session the following motion:

It was moved and seconded to approve action items 1-9 of the Action Plan discussed in executive session. The motion passed.

The motion passed.

Day Bargaining – Hegbloom

President O'Donnell and Chair Hegbloom provided an overview of the tentative agreement and associated memoranda to Board members.

It was moved and seconded that the MSCA Board of Directors recommends that the membership vote in favor of ratification of the Tentative Agreement reached on August 20, 2021 on a proposed collective bargaining agreement for the period July 1, 2020 through June 30, 2023.

The motion passed with a roll call vote.

Roll call vote: Chenault – yes
Ciano-Boyce – no vote
Diakite – yes
Eve – yes
Hennessy – yes
Hibbert – yes
Krishnamurthy – yes
Lam – not present
Leone – yes
Mitroka-Batsford – not present
O'Connell – yes
Ramsden – yes
Riel – yes
Rosero – yes
Seceleanu – yes
Smith – yes
Washington – yes

It was moved and seconded to conduct ratification electronically. The motion passed.

It was moved and seconded to conduct the ratification October 18-22. The motion passed.

It was moved and seconded to authorize the Day Bargaining Committee to enter mid-term negotiations to evaluate a new student evaluation instrument. The motion passed.

Organizing and Unity Leader – Krishnamurthy

Leader Krishnamurthy will touch base with new member liaisons to see how things are going for them in their positions. The focus will be on part-time faculty recruitment.

Elections – Mabrouk

Not present.

Grievance

Mediations have been temporarily halted due to a lack of mediators. There are 10 grievances waiting for mediation; four grievances are in arbitration.

Legislation

Not present.

Librarians – George

No report.

Chapter President Reports:

Bridgewater - Seceleanu

BSU reports that 93% of students are vaccinated.

The chapter president described a number of challenges that the chapter faces on campus with university administration.

There is a Safety Committee on campus. Both Chapter President Seceleanu and University President Fred Clark are on the committee.

There is a significant mold problem in the library. The chapter received a grant from the MTA to conduct a professional investigate the problem. Signage might be useful in the library building warning patrons of the mold problem.

Accessibility Office discontinued, and then partially reinstated it's availability for students with disabilities to use the facility to take tests.

A grievance has been filed over the administration of student evaluations in certain courses.

Fitchburg - Diakite

The Academic Plan now has to go through governance thanks to the chapter pushing back on the university administration's plans to get it approved.

The university is anticipating a \$8-9 million deficit. There is a hiring freeze. Only six positions were approved to be replaced out of 20 open faculty positions.

The Conlon Building's physical condition continues to be a concern. The university is looking for an architect or architectural firm to address the structural problems with the building. Another building on campus has a significant mold issue. Faculty have been engaged in seeking a resolution to these building issues.

COVID-19 messaging, cleaning by facilities, and the COVID response in general have been subpar. The conveners of some meetings have insisted on in-person meetings.

Framingham - Rosero

Sarah Pilkenton recently stepped down as Chapter President.

The university reports that 92.5% of students are vaccinated and that 99% of faculty and staff are vaccinated.

The university is \$1.4 million in debt. The university spent \$1.5 million renovating the university country club. Money is being allocated towards dorm renovations withy "suites for seniors."

MassArt - Riel

All meetings are on Zoom.

Vaccination rates are very good.

MCLA - Ramsden

The COVID dashboard reports that 97% of students are vaccinated and that 89% of employees are vaccinated.

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

A campus building is infested with vermin and has mold issues. Faculty and students have attempted actions to get repairs done to the building. A grievance is being considered. No classes are being held in this building.

Mass Maritime - Hibbert

\$50 million has been appropriated for Academy demolish two buildings and erect two new buildings.

The Academy doctor reports that 98.8% of all students are vaccinated and that 100% of residential students are vaccinated.

Salem – Smith

Most meetings are being held virtually.

There have been problems with an interim dean.

The Associate Provost is returning to the faculty in January 2022. A search has not begun to replace him.

Work-to-rule continues on campus.

Campus funding is being funneled to six departments that are designated as growth departments.

A street preacher has been spewing hate towards LGBTQIA people. The administration claims that the university cannot physically remove him as this is a free speech issue. Discussion followed.

Westfield – Ciano-Boyce

The Board of Trustees approved a structural change due to UEAAC.

Lots of committees and work going on campus.

A building on campus has mold issues.

HR is struggling with COVID-19 health and safety issues.

A racist incident involving cyberbullying adversely affected a Westfield student recently.

The university reports that 81% students are vaccinated and 49% of faculty and staff are vaccinated.

Worcester – O’Connell

The university reports that 100% of residential students are vaccinated and that there are 64 students (including graduate students) who have exemptions.

There are 23 faculty searches occurring.

The deans are supportive of faculty who wish to continue teaching online.

MSCA Officer Reports:

President – O’Donnell

MSCA t-shirts, mugs, stickers

President O’Donnell will seek prices of t-shirts from a union shop. His assistant will order additional mugs. It was suggested that other items of apparel be purchased that do not require the sizing that t-shirts require. Additional suggestions were made.

Committee Nominations

It was moved and seconded to approve the following nominations for the Investigative Budget Committee:

Bridgewater:	Irina Seceleanu, Polina Sabinin
Fitchburg:	Rala Diakite, Aruna Krishnamurthy, Diane Caggiano, Laura Baker
Framingham:	Luis Rosero
MassArt:	Katie Riel
MCLA:	Tara Barboza, Erin Kiley
Mass Maritime:	Carlos Montanez

The motion passed.

Vice President – Hegbloom

Vice President Hegbloom noted that she regularly sends out MTA information in informative emails and a newly created member newsletter.

An adjunct faculty bill is coming up.

An email regarding possible MSCA employee benefits was sent.

Treasurer - Weeks

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

The audit has been completed. The treasurer stated that according to the audit all looks good.

The office staff have been busy sending out invoices for dues payments and receiving dues payments.

Secretary - George

No report.

MTA Reports:

Consultants – James

No report.

Health and Welfare Trust - George

A meeting was recently called and held by MTA Higher Education Director Heather LaPenn to discuss the Health and Welfare Trust. Labor trustees and select union leadership were invited to attend. Trustee George attended and provided attendees with information on the Trust via a PowerPoint presentation. Trust Consultant, Jack Nicolas, provided attendees, via email, a spreadsheet with information about the Trust's dire financial situation. Both the PowerPoint presentation and spreadsheet were sent to Board members via email.

Board of Directors – Washington and Hegbloom

The MTA Board of Directors is taking on some anti-racism work.

Old Business:

Employee Benefits

An email was sent under the Vice President's report.

Non-elected statewide MSCA positions

This will remain on the agenda for discussion at the November meeting.

New Business:

MSCA/APA Health and Safety Committee

It was suggested that a MSCA/APA Health and Safety Committee be created.

It was moved and seconded that an Ad Hoc Safety Committee be created. The motion passed.

Once the committee begins meeting, the committee can plan joint meetings with APA members.

Adjournment

The meeting adjourned at 3:05 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary