

MSCA Delegate Assembly

April 29, 2022

Vice President Report

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Overview

This year brought many of us back to our campuses as we navigated our new working conditions through the pandemic. The uncertainties of these times, along with growing issues around enrollments and funding added anxieties to our working lives as we worked to figure out the contours of teaching and learning in this “post”-pandemic climate. Forging new ways to work together as a union and to meet these challenges has been the priority of the past year.

MSCA Summer Forum Series & Book Club

This summer we continued our forum series along with a book club to provide opportunities for members to meet across the nine state campuses and to engage with ideas that are significant to their working and union lives.

We had over forty members sign-up to receive the book *Wolf at the School House Door* by Jennifer Berkshire and Jack Schneider, which documents the growing threat of privatization to public schools and colleges. Twenty members met in small groups to read and discuss the book and reflect on what this threat means for our work and our students. We hope to have another opportunity for future book clubs along with a forum with these authors in the Fall.

Our summer series brought together a number of members around a few key themes:

- *Fighting Austerity: Funding Our Missions*
- *Building Solidarity in Our Union*
- *Racial Justice: Decolonizing our Work*

These forums were planned and led by faculty and librarians across the nine state campuses.

Job Descriptions & Application Process for Union Work

As called for by a New Business Item passed at the 2021 Delegate Assembly, we worked to write job descriptions and an application process for a number of paid union positions. This work helped to bring clarity to these positions, provide a clear direction for the work, and to build in transparency and inclusion into the process for selecting members to fill these positions.

A call for applicants will be shared for each of these positions and these will be filled for new 2-year terms in September 2022.

MSCA Employee Benefits

Treasurer Eric Weeks and I undertook an assessment of leave policies currently provided by our union to our employees to determine whether these needed to be revised based on the new Paid Family Medical Leave Act and to assess whether they needed to be updated to provide fair benefits. We examined the

leaves in relation to our own contractual leaves, the law, and those of other state employees and made recommendations to the MSCA Board of Directors.

Changing Mask Mandates

Changes in the pandemic led to changes on our campuses in the masking requirement. While some of our campuses considered the position of faculty/librarians in these safety decisions, others were less open to our input. To aid in better understanding our own member perspectives we undertook a survey. The results were helpful for informing our union about the direction we should take and provided individual campuses with information they could use to encourage faculty/librarian voice in these decisions.