

**Massachusetts State College Association
Delegate Assembly
April 29, 2022
Held Virtually using Zoom**

The meeting was called to order at 4:03 p.m. by Interim President Maria Hegbloom.

President Hegbloom introduced the MSCA officers, Eric Weeks, Treasurer; Nancy George, Secretary; Kendra O'Toole, the Parliamentarian. Thanks to our MTA Consultants Roberta James, Catherine Santiago. Special thanks to Roberta Govoni for her work in making the arrangements for this meeting.

Thanks to Chris Gullen for assisting with this Zoom meeting.

And, thanks to all the delegates here this afternoon for representing colleagues and conducting our union's business.

First Report of the Credentials Committee:

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the first Credentials Committee Report: 51 registered delegates, 1 guest. It was moved and seconded to adopt the report. The motion passed.

Special Rules:

It was moved and seconded to adopt the special rules of order as received. The motion passed.

Standing Rules:

It was moved and seconded to adopt the standing rules as posted on the MSCA website. The motion passed.

Agenda:

It was moved and seconded to adopt the agenda, as received, for the Assembly.

It was moved and seconded to amend the agenda to move the new business items between item eight and nine. The motion passed.

The original motion passed as amended.

Minutes:

It was moved and seconded to accept the 2021 Delegate Assembly Minutes.

It was moved and seconded to amend the minutes to correct a word under the Elections Committee Report (page 21); **BOLD** addition [] deletion:

An [extension] **extensive**

The motion passed.

The original motion passed as amended.

Guest Speaker: Max Page, MTA Vice President

Vice President Page provided delegates with information on the FY23 Massachusetts state budget, scholarships for low-income students, and the Fair Share Amendment. He emphasized that education is the key to a high wage economy. Thus, prosperity is linked to education.

New Business Items:

New Business Item #1:

It was moved and seconded to approve the following new business item:

Resolution for Remote Access for MSCA Activities

Maker: Joseph Adelman, Framingham State University

Second: Laura Baker, Fitchburg State University

WHEREAS over the past two years the COVID-19 pandemic has highlighted and exacerbated longstanding inequities related to accessibility, in particular for people with disabilities, those with significant caregiving responsibilities and many others; and

WHEREAS those inequities have limited opportunities for participation in the union and university communities for those with disabilities and caregiving responsibilities and underrepresented their voices in the work of the union and universities; and

WHEREAS the rapid expansion and adoption of virtual formats for classes committee work, and events during the pandemic has demonstrated the ease and efficacy of remote meetings; and

WHEREAS the virtual format events has made participation accessible to people with disabilities, significant caregiving responsibilities, and other limitations; and

WHEREAS video meeting software provides chat and live transcription options increased accessibility for individuals with hearing loss, improved comprehension of participants, and additional modes of participation; and

WHEREAS it is important to protect the rights of members with disabilities and ensure their access to the same opportunities as the rest of membership; and

WHEREAS those with responsibilities for care to other family members, a burden which falls disproportionately on women and people of color have also benefited from such opportunities; and

WHEREAS the accessibility gains of the pandemic – long requested by the disability community – should be preserved and become the “new normal” for how we connect with one another as union members and colleagues; and

WHEREAS everyone – disabled and non-disabled – benefits when access increases; and

WHEREAS remote access empowers unions by allowing for greater rank-and-file participation.

Therefore, Be it Resolved that the MSCA Board of Directors, local chapters, and their committees make available a remote participation option for all public meetings; and

Be it further resolved that the MSCA Board of Directors engage in a contract for remote conferencing software licenses to facilitate such participation, to begin no later than September 1, 2022; and

Be it further resolved that the MSCA Board of Directors and Chapter Presidents are hereby directed to share this resolution with the President and Provost of each campus and to urge that local committees, including but not limited to those governance committees outlined in the collective bargaining agreement, also adopt a remote participation option for their meetings.

It was moved and seconded to amend the motion to add the following after the last paragraph, second page (**BOLD** addition; [] deletion):

Be it further resolved that the MSCA Board of Directors appropriate funds for the purchase of technology necessary to facilitate hybrid meetings

The motion passed.

It was moved and seconded to amend the motion to add the following after the last new paragraph, second page (**BOLD** addition [] deletion):

Be it further resolved that chapter meetings could be all virtual until the hybrid technology has been put into place.

The motion passed.

The original motion passed as amended.

New Business Item #2:

It was moved and seconded to approve the following new business item:

Resolution for the MSCA to Support the Divestment of the Massachusetts State Pension Fund from Nuclear Weapons

Maker: Catriona Standfield, Worcester State University

Seconder: Mohammad Salmassi, Framingham State University

WHEREAS the international community, including humanitarian organizations like the International Red Cross, have recognized that any use of nuclear weapons presents an unacceptable threat of catastrophic humanitarian and environmental harm and environmental harm and that the only guaranteed way to prevent such a catastrophic humanitarian and environmental harm and that the only guaranteed way to prevent such a catastrophe is the total abolition of nuclear weapons; and

WHEREAS the Treaty on the Prohibition of Nuclear Weapons (TPNW) entered into force in January 2021 and has created a clear international legal expectation regarding the abolition of nuclear weapons. The Treaty prohibits parties from developing, testing, producing, manufacturing, otherwise acquiring possessing or stockpiling nuclear weapons or other nuclear explosive devices; transferring such weapons/devices or control over them to others; using or threatening the use of nuclear weapons; assisting anyone or seeking assistance from others to engage in these prohibited actions; or allowing the stationing of any nuclear weapons on its territory (Article I); and

WHEREAS the United States, as party to the Non-Proliferation Treaty (1970) undertook under Article VI “to pursue negotiations in good faith on effective measures relating to cessation of the nuclear arms race at an early date and to nuclear disarmament, and on a treaty on general and complete disarmament

under strict and effective international control”, and yet obstructed negotiations on the TPNW, refused to join, and continues to pressure states parties to withdraw from the treaty; and

WHEREAS the Bulletin of the Atomic Scientists, cofounded by Albert Einstein, has currently set the 2022 Doomsday Clock at 100 seconds to midnight in recognition of increasing nuclear threats; and Russia, a nuclear-weapon state, has threatened to use nuclear weapons in the conflict over Ukraine; and

WHEREAS Massachusetts state legislators in the House and Senate are calling for the establishment of a special citizens’ commission to “investigate and report on what measures may be necessary and appropriate to protect the citizens of the commonwealth from the existential threat posed by nuclear weapons and to contribute towards the total elimination of these weapons from all countries in line with the Treaty on the Prohibition of Nuclear Weapons” (Bills S.1556 and H.3688); and

WHEREAS Massachusetts state legislators in the House and Senate are also calling for the divestment of Massachusetts state pension funds from “any company that develops, tests, produces, maintains, or engages in the trade of nuclear weapons or nuclear weapon systems” (Bills S.1703 and H.2597); and

WHEREAS the global labor movement has long been active in the campaign to abolish nuclear weapons

THEREFORE BE IT RESOLVED THAT

The MSCA Treasurer shall investigate whether MSCA has any direct or indirect investments in nuclear weapons, with the assistance of any ad hoc committee the Board of Directors may create for that purpose, and undertake any relevant divestment action; and

The MSCA President shall issue a public statement in support of proposed legislation on the divestment of Massachusetts state pension funds from nuclear weapons and on the establishment of a special citizens commission, post this statement on its website and social media, and convey it to its members along with information on how members can express their support for this proposed legislation; and

President shall write to the President and Speaker of the Massachusetts State Senate and House, respectively, to express MSCA’s support for the proposed legislation on divestment and establishing a citizens commission; and

The President shall convey a copy of the statement of support to other public sector unions in Massachusetts and encourage them to take a similar stance; and

That the MSCA President shall submit a proposed Resolution on Divestment from Nuclear Weapons as a new business item, at the upcoming Massachusetts Teachers Association Annual meeting.

The motion passed.

New Business Item #3:

It was moved and seconded to approve the following new business item:

Resolution for the MSCA to Express Solidarity with Workers in Myanmar

Maker: Catriona Standfield, Worcester State University

Seconder: Mohammad Salmassi, Framingham State University

WHEREAS the MSCA is part of an international labor movement and should take the opportunity to

extend its solidarity to workers across the globe; and faculty, librarians, and students in the Massachusetts State University system have an interest in cultivating and expressing global citizenship; and

WHEREAS the country of Myanmar suffered a coup against its democratically elected National Unity Government (NUG) in 2021 and the subsequent installation of a military junta, and the junta has killed, jailed, and persecuted thousands of protestors, and the junta leader Min Aung Hlaing has refused to negotiate with the NUG; and

WHEREAS the Confederation of Trade Unions of Myanmar and other trade unionists have been at the forefront of civil disobedience campaigns, including the boycotting of military-owned companies, and has consistently called for a peaceful solution and the restoration of the NUG; and

WHEREAS the junta has violated labor law and principles by banning labor unions and firing striking state workers en masse; and the International Trade Union Confederation (ITUC) reported these abuses to the International Labour Organization (ILO) in March 2021; and the ILO has expressed its concern at the junta's abuses of workers' rights; and

WHEREAS the ILO is scheduled to hold the International Labour Congress in June and its Credentials Committee is currently deliberating on whether the NUG or the junta should occupy Myanmar's seat in the meetings, and the Confederation of Trade Unions of Myanmar has called upon ILO not to recognise the junta as the legitimate representative of Myanmar; and

WHEREAS unions in Europe and Asia have also expressed their solidarity with Myanmar by writing open letters to the ILO calling on it to recognise the NUG delegation as the legitimate representative of Myanmar at the Congress;

THEREFORE LET IT BE RESOLVED THAT

The MSCA President will write to the ILO to express support for the NUG taking Myanmar's seat at the Congress. The President shall convey a copy of the letter to the Confederation of Trade Unions of Myanmar along with a statement of solidarity with striking and protesting workers that calls for the restoration of workers' rights, the release of political prisoners, respect for human rights, and the restoration of democracy; and

The MSCA shall post the letter and statement of support for workers in Myanmar on all of its websites and social media and make these known to its members; and

The MSCA President shall submit a proposed Resolution on Solidarity with Workers in Myanmar, as a new business item, at the upcoming Massachusetts Teachers Association Annual meeting.

It was moved and seconded to table this motion. The motion passed.

It was moved and seconded to un-table this motion. The motion passed.

It was moved and seconded to table this motion. The motion passed.

New Business Item #4:

It was moved and seconded to approve the following new business item:

Resolution on Student Debt Cancellation

Maker: Joanna Gonsalves, Salem State University
Second: Dan Muclcare, Salem State University

Whereas, student debt is a crisis. Student debt has reached nearly \$1.75 Trillion, approximately 92% of which is federally held (US Department of Education, 2022). This Trillion dollar burden is shared by over 43 million borrowers in the United States. The average federal student loan debt balance is \$37,113 and the average public university student borrows \$30,030 to attain a bachelor’s degree (Education Data Initiative, 2022). Student loan debt is preventing people from owning homes (Million Acres, 2021), getting married (Lendkey, 2020), and having children (Student Loan Planner, 2021).

Whereas, student debt is an educator crisis. Nearly half of all educators today are forced to take out loans to pay for college. The average educator from K-higher education now carries on average \$58,700 in debt. Those with advanced and terminal degrees (such as faculty members) have loan debts far above that average (1 in 7 educators owe over \$105,000, NEA, 2021). In higher education, this burden disproportionately impacts adjunct faculty, who are routinely paid less, receive fewer benefits, are often excluded from eligibility for Public Service Loan Forgiveness, and have less stable employment at their institutions.

Whereas, student debt is a crisis in the Massachusetts State College System. At the nine state colleges/universities, 32% of students are non-white, 34% of all undergraduate students receive Pell grants and 63% receive Federal loans (National Center for Education Statistics, 2022). In Massachusetts a higher percentage of students at public universities have to take out loans than at private universities (63%:53%) (The Hildreth Institute, 2022). These burdens fall unequally on students of color and minoritized communities: the overall cost of attending a four year public university in Massachusetts accounts for 21% of White student families income, but 38% and 43% for Black and Latinx households respectively (Mass Budget and Policy Center, 2021).

Similarly while the national student loan default rate is 7.3% (US Dept of Education, 2022) and the 2017-18 default rate at Massachusetts public universities was close to the national average, 5% of student debt loans holders in white communities are in default versus 12% for communities of color (The Hildreth Institute, 2022). Due to decades of defunding of public higher education, Massachusetts students bare the burden of these cuts via their student loans; tuition and fees has gone up to replace lack of state funding; and most students now work many more hours while in school to pay tuition and fees (MSCA, Salem Chapter Teach-In, 2022). Whereas, In Massachusetts, canceling student loan debt would provide a great benefit to the many state university alumni and students with student debt. Cancellation would be an enormous economic opportunity for these former students to increase spending in our local communities and be freed of the limitations this debt places on their lives.

Whereas, student debt is a social justice crisis. Student debt cancellation is a gender equity issue, with 58% of all student loan debt belonging to women. Similarly this crisis greatly affects Black and Latinx college students who are the most likely to use federal loans to pay for school. A full 49.4% of Black students borrow to pay for school with 66% of them expressing regret at having taken out education loans that now seem “unpayable” and “not worth it.” (The Education Trust, 2021). Latinx borrowers report an average of more than \$40,000 in student debt. Meanwhile, a third of Latinx students who took on debt didn’t graduate (Inside Higher Ed, 2021), compared to a fourth of white borrowers, leaving them with more debt and fewer means to pay it off. With a national teacher shortage (EPI, 2022), the burden of student loan debt also disproportionately impacts educators of color, who carry far more debt than their white colleagues. Over half of Black educators, for example, took out an average of \$68,300 in loans and a full 1 in 5 owe more than \$105,000 (NEA, 2021). Thus, student loan debt is an often-overlooked barrier to diversifying the U.S. teaching workforce in kindergarten through higher education.

Whereas, student debt cancellation is possible. President Joe Biden has full executive authority to cancel all federal student debt using his powers of executive order. Canceling student debt is a policy that has broad political (CNBC, 2022) and public support (Grinnell College Poll, 2021). It is a first, but necessary, step towards remedying the failures in public higher education funding of the past several decades. Whereas, this resolution is inspired by similar motions passed by the Association of Pennsylvania State College and Universities Faculties (April 11, 2022), Rutgers AAUP-AFT (April 12, 2022) and the City University of New York; Professional Staff Congress (April 15, 2022).

Therefore be it resolved that

The MSCA President shall write to President Biden, with copies to the Massachusetts congressional delegation, urging President Biden to sign an executive order to cancel all federal student debt before the expiration of the federal student loan payment moratorium on August 31, 2022;

The MSCA President shall issue a public statement in support of federal student debt cancellation and post this on the MSCA website, and convey it to our members along with information on how members can express their support.;

The MSCA President share a copy of the resolution with other public campus unions in Massachusetts to encourage them to similarly adopt Resolutions on Student Debt Cancellation;

That the MSCA President shall submit a proposed Resolution on Student Debt Cancellation, as a new business item, at the upcoming Massachusetts Teachers Association Annual meeting

It was moved and seconded to amend the motion to include the following so that it is the second to last sentence in the resolution (**BOLD** addition, [] deletion):

The MSCA President share a copy of the resolution with the Massachusetts State University Council of Presidents and each of the nine campus's Board of Trustees.

The motion passed.

The original motion passed as amended.

New Business Item #5:

It was moved and seconded to approve the following New Business Item:

Resolution on Creating an Ad Hoc Committee on Election Process for Statewide MSCA Officer Elections

Maker: Mara Dodge

Second: Elizabeth Coughlan

Whereas, a clearly articulated election process is critical to union democracy and thus to the election of statewide MSCA officers;

Whereas, member participation, as candidates and as voters, in statewide MSCA elections provides members the opportunity to shape the direction of our union and our workplace;

Whereas, online methods of voting support greater voter turn-out, especially for our MSCA part-time members; Therefore be it resolved that The MSCA President shall convene an Ad Hoc Committee on Election Process for Statewide MSCA Officer Elections composed of five members appointed by confirmation of the Board after first being nominated by the MSCA President. Said nomination(s) shall be made upon the recommendation of the Chapter Presidents;

The Ad Hoc Committee on Election Process shall examine the Rules for the 2022 MSCA Officers Election and other relevant MSCA documents and shall seek input from the members on how to improve future elections, in order to develop recommendations which guarantee fair and equitable elections, including, but not limited to,

- Recommending a process such that the Elections Committee have at least three members, none of whom are elected statewide officers or on the ballot
- Recommending methods for developing and maintaining an updated eligible voter database including members' chapter affiliation, campus and home mailing & email addresses
- Recommending methods to streamline the process of qualifying to run for statewide office and for candidates to communicate with members during the campaign
- Recommending methods that enable the Election Committee to send election rules and other communications directly to all members during the course of the election cycle
- Recommending methods to make statewide candidate forums easily accessible to all members
- Recommending an election timetable that provides enough time for members, particularly part-time members, to pay their dues to achieve good standing in the semester in which a statewide officer election is held
- Recommending methods & platforms for online voting for future MSCA officer elections, as well as for chapter elections as may be desired, that guarantee the integrity of the elections and facilitate voting participation;

The Ad Hoc Committee on Election Process for Statewide MSCA Officer Elections shall provide a written report for the 2023 Delegates Assembly with Recommendations, Resolutions and/or proposed Amendments to the MSCA Constitution, and that this report be disseminated, through the office of the MSCA President, to the Board of Directors and all MSCA members at least one month prior to the 2023 Delegates Assembly.

After consultation with the Parliamentarian, the interim President Hegbloom, Chair of the Delegate Assembly, ruled this resolution out of order as it conflicts with the MSCA Constitution.

New Business Item #6:

It was moved and seconded to approve the following New Business Item:

Resolution for Protecting Faculty's Freedom in Assessment of Academic Performance

Maker: Mohammad Salmassi, Framingham State University

Secunder: Michelle Corbin, Worcester State University

Whereas, freedom in teaching is one of the main pillars of academic freedom and the mode and manner manner of assessment of the students' academic performance is a fundamental part of teaching;

Whereas, there have been reports of administrative pressure on faculty to modify their assessments and/or the grades resulting from their assessments;

Whereas, current administrative focus on declining enrollments can generate pressures on both individual faculty and institutionally to lower academic standards and for campuses to function more like degree mills due to economic pressures;

Whereas, the current contract’s section on Academic Freedom (Article V -Academic Freedom and Responsibility) is silent on protecting faculty autonomy over assessment;

Whereas, the AAUP has revised their definitions of academic freedom to incorporate protections for assessment stating “According to AAUP policies, the freedom to teach includes the right of the faculty to select the materials, determine the approach to the subject, make the assignments, and assess student academic performance in teaching activities for which faculty members are individually responsible.” (FAQs on Academic Freedom | AAUP)

Therefore be it resolved that

We recommend that the bargaining committee in developing the bargaining platform for the 2023-2026 contract negotiations insert language to protect faculty’s academic freedom over assessment into Article V-Academic Freedom and Responsibility to ensure such freedom is respected.

The motion passed.

New Business Item #7:

It was moved and seconded to approve the following New Business Item:

NBI. Cap on the number of continuing education courses.

Maker: Mohammad Salmassi, Framingham State University

Catriona Standfield Worcester State

To my knowledge, currently there is no cap on the number of continuing education (remote or in-person) classes taught annually by each individual tenured or tenure-track faculty. This resolution requests the president of MSCA to investigate whether this situation has the potential to harm the equity among the members of aforesaid faculty as well as the equity and fairness for the adjunct faculty.

The motion failed

MSCA Officers' Reports:

President's Report – C.J. O'Donnell

No report.

Vice President's Report

Maria Hegbloom, Vice-President

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.

Secretary's Report

Nancy George

In the past year, as secretary of the MSCA, I attended all MSCA Board meetings; took detailed notes during the meetings; and submitted meeting minutes, in the form of a digital file, to the MSCA President, C.J. O'Donnell, typically no later than a week after each meeting.

Spring semester I supervised the nomination/election process for the 2022 NEA Representative Assembly to be held this coming summer in Chicago, IL. I would like to congratulate those members who will represent the MSCA at the NEA-RA this year:

Don Bullens (Worcester)
Rala Diakite (Fitchburg)
Aruna Krishnamurthy (Fitchburg)
Andrew Miller (Bridgewater)
CJ O'Donnell (Mass Maritime)
Len Paolillo (Bridgewater)
Graziana Ramsden (MCLA)

In closing, thank you so much for allowing me to serve you as the Secretary of the MSCA.

Since my first meeting as MSCA Secretary under MSCA President Pat Markunas on June 4, 2004, I have written approximately 180 meeting minutes, driven through bad weather and personal illness/injury to attend meetings, and driven over 21,000 miles to meetings (probably more, but who's counting!). I have also been very fortunate to work with many MSCA leaders, our MTA consultants, and participate in the important work of the MSCA.

It has been an incredible honor to work for all of you these past eighteen years in my role as MSCA Secretary. Thank you.

Treasurer's Report

Eric Weeks

It was moved and seconded to adopt the auditor's report, as presented in the Treasurer's Report. The motion passed.

It was moved and seconded to go into the committee of the whole to hear the presentation of the budget and the dues. The motion passed.

Treasurer Weeks presented the MSCA budget and dues structure to the Assembly.

It was moved and seconded to come out of the committee of the whole. The motion passed.

It was moved and seconded to adopt the proposed FY 2023 budget, as described in the Treasurer's Report.

The motion passed.

It was moved and seconded to adopt the proposed FY 2023 dues structure as described in the Treasurer's Report.

The motion passed.

Second Report of the Credentials Committee:

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the second Credentials Committee Report: 48 registered delegates, 1 guest. It was moved and seconded to adopt the report. The motion passed.

MSCA Committee Reports:

Bargaining Action – Chris Gullen

Leader Gullen presented a brief report to the delegates.

Day Bargaining Committee – Maria Hegbloom

2020-2023 Day Contract

Timeline:

- January – March 2021: Collecting member input through focus groups and surveys to inform our proposals and platform.
- March 31, 2021: First meeting with management to begin negotiations
- August 20, 2021: Bargaining Teams reached a tentative agreement
- October 1, 2021: The MSCA Board of Directors votes to recommend ratification of the agreement •
- October 22, 2021: Members voted to ratify the tentative agreement
- April 4, 2022: Governor Baker signs the appropriation bill to fund our contract
- Currently: Awaiting allocation of funds to the universities via the Comptroller's office
- March 31, 2023: Bargaining Committee will return to the table to begin negotiations on the 2023- 2026 successor agreement

Agreement Details:

The agreement reached with management was a compromise that allowed us to gain a pay increase for the 2020-2021 year for which we had previously agreed to a 0% increase in our 1-year pandemic negotiations. While we pulled the majority of our proposals off the table in moving forward, this meant management also pulled their proposals, many of which included significant takebacks and compromising language. We were also able to extend a number of the proposals that had been agreed to in our 1-year contract as well as health and safety provisions.

You may read the full Agreement, including the relevant MOAs and MOUs, on our website.

Key provisions of the agreement include:

- 2.5% salary adjustments for all members effective July 1, 2020
- 2.0% salary adjustments for all members effective July 1, 2021
- 2.0% salary adjustments for all members effective July 1, 2022
- Covid-19 bonus for all full-time and part-time members
- Extension of unit status to part-time faculty through AY 2022
- Joint labor-management equity committee
- Statewide joint advocacy committee (MOU)

Committee Process:

As per the NBI passed at the 2020 MSCA Delegate Assembly, the Bargaining Committee continued its work toward a more inclusive bargaining process. This included ensuring the right of members to participate as silent bargaining representatives as well as pushing for ground rules that allowed for increased access to bargaining sessions through the use of online video conferencing. In addition, the

bargaining committee worked to ensure broader member voice through the use of focus groups to inform the construction of our platform and make sure our proposals were meeting the needs of our members. Finally, we worked to increase communication between silent bargaining representatives and the bargaining team to better enhance the role of feedback and participation so that member input was considered throughout the bargaining process. These changes helped to significantly expand the bargaining process to include a greater number of members and to ensure transparency and inclusion in our work. We hope that this trajectory will be continued with future negotiations.

Student Evaluations Mid-Term Negotiations

The 2020-2021 one-year agreement established a member/administration taskforce to investigate potential new student evaluation tools and vendors to replace the current SIR II. The work of this taskforce was completed shortly after the tentative agreement for the 2020-2023 successor contract was reached. As such, an MOA was signed by the Association President to continue this work pending the MSCA Board of Directors approved mid-term negotiations. The MSCA Board of Directors voted to enter mid-term negotiations on October 1, 2021.

The taskforce presented their findings to both the union and management in September, 2021 and forwarded two potential vendors as part of their recommendations. To learn more about each vendor, management and the union created a list of questions about the tool and platform for each group. The vendors sent replies to these questions and agreed to meet with both management and union teams.

On , the teams met with Blue/Explorance.

On April 27th, the teams met with IDEA/Anthology.

Next steps will be to have any final questions for the vendors answered and to begin scheduling times to start our negotiations. Student evaluations of instruction are one of the most significant materials used in the faculty evaluation process. It is our hope that as these negotiations proceed members will engage as silent representatives to ensure that we choose a tool that best serves our faculty going forward.

Maria Hegbloom (Chair), Bridgewater State University
Aruna Krishnamurthy (Vice Chair), Fitchburg State University
Sarah Pilkenton, Luis Rosero, Framingham State University
Katie Riel, MassArt
David Eve, MCLA
Todd Hibbert, Mass Maritime
Dan Mulcare, Salem State University
Margo Hennessy, Westfield State University
Sam O'Connell, Worcester State University
C.J. O'Donnell (MSCA President), Mass Maritime
Roberta James (MTA Representative)

Bargaining Committee (DGCE) – Irina Seceleanu

After 17 months at the bargaining table, the DGCE team reached an agreement with management for a 3-year collective bargaining agreement during the mediation session on October 15th, 2021. The MSCA Board of Directors voted unanimously on Friday, November 5th, 2021, to recommend ratification of the DGCE tentative agreement, and our members ratified the agreement on November 19th, 2021. The collective bargaining agreement that runs from January 1, 2021 to December 31, 2023 contains the following key provisions:

- 2.5% stipend increase upon the commencement of the spring instructional period of 2021.

- 2.0% stipend increase upon the commencement of the spring instructional period of 2022.
- 2.0% stipend increase upon the commencement of the spring instructional period of 2023.
- The 2.5% increase in the first year includes a 0.5% increase in exchange for the DGCE unit dropping our labor charge for the BHE's unilateral implementation of the 0.378% tax under the Paid Family and Medical Leave Act (PFML) in October 2019.
- The TA includes an acknowledgement from the union that any payments above rank minima contractual stipends are discretionary and may be altered or discontinued by the university presidents, though not before the summer 2022 instructional period.
- The TA aligns grievance deadlines and language with that in the Day contract.

The stipend increases in the first year were retroactive to the start of the spring 2021 instructional period and were paid in the December 2021 paycheck.

A vaccination memorandum and a health and safety memorandum for the DGCE unit were also implemented on October 27th, 2021. Included in the health and safety memorandum were two provisions that student evaluations for the Fall 2020 shall be expunged, and that classroom observations for the Fall 2020, Winter 2021 and Spring 2021 instructional periods shall be expunged.

I am very grateful to all our members for their support throughout the 17 months of negotiations, as well as to the MSCA President CJ O'Donnell and the entire DGCE Bargaining team. In solidarity, Irina Seceleanu (DGCE Bargaining Chair)

Respectfully submitted,
Irina Seceleanu (DGCE Bargaining Chair)

Irina Seceleanu (Bridgewater), Chair
Rala Diakite (Fitchburg), Vice Chair
Robert Donohue (Framingham)
Ben Ryterband (MassArt)
Graziana Ramsden (MCLA)
Todd Hibbert (Mass Maritime)
David Goodof (Salem)
Chris Masi (Westfield)
Sam O'Connell (Worcester)
CJ O'Donnell (MSCA President)
Roberta James (MTA Field Representative)

Elections Committee – Sarah Mabrouk

Chair Mabrouk presented an extensive Elections Committee report that included election results and recommendations for future elections. Please visit the MSCA website for her full report.

https://mscaunion.org/wp-content/uploads/2022/04/Committee-Report-Elections_2022-Delegate-Assembly.pdf

Chair Mabrouk was particularly concerned about use of email (faculty challenges and communications). She also reviewed several other issues including chapter forums, paper ballots, and signing a multi-year license with the voting vendor for cost savings.

MSCA Officer Elections Results:

President:

C.J.O'Donnell 347

Maria Hegbloom 646

Vice President;

Joanna Gonsalves 557

Irina Seceleanu 418

Secretary:

Aruna Krishnamurthy 439

Michelle Corbin 511

Treasurer:

Eric Weeks 910

Grievance Committee – Robert Donohue

The MSCA Grievance Committee Chair serves as a resource to campus grievance officers during the initial stages of grievances and works directly with grievants if grievances proceed to mediation and/or arbitration. The MSCA grievance chair also communicates and consults with the MSCA president.

Many grievances are resolved at the campus level. This efficient enforcement of the collective bargaining agreement demonstrates the competence and commitment of the campus grievance officers. If grievances are not resolved at the campus level, the MSCA grievance committee determines if the grievance merits being taken to mediation and/or arbitration.

The MSCA and the employer maintain a list of mutually agreed to mediators. In fall 2021 all the mutually agreed to mediators retired. This resulted in several months when no mediations were scheduled. We now have a slate of mutually agreed to mediators, and mediations have resumed.

At the beginning of academic year 2021-2022 there were 15 grievances pending mediation or arbitration. Over the course of the academic year the Grievance Committee considered 35 grievances for mediation or arbitration. As of April 20, 2022 there are 32 grievances pending mediation or arbitration. Over the academic year the Grievance Committee was able to resolve 8 grievances.

The large backlog of issues to be mediated or arbitrated is the result of several months where mediations could not take place, and the limited number of dates each year that the CBA specifies as mediation dates.

Respectfully submitted,
Robert L. Donohue, Ph.D.

MSCA Grievance Committee Chair

Librarians Committee – Nancy George

Membership:

Participants included the following MSCA librarians: Nancy George (Salem), Suzanne Meunier (Framingham), Pamela Hayes-Bohanan (Bridgewater), Kate Flowers (MCLA), Caitlin Pereira (Mass Art), William Lundmark (Worcester), Linda LeBlanc (Fitchburg). President O'Donnell served as an ex-officio member; Nancy George served as chair and William Lundmark served as vice-chair of the committee.

Communication:

The committee communicated via email and online meeting software. Nancy George represented the committee at MSCA Board meetings and in librarian-related discussions with other Board members.

Concerns and Activities:

Deprofessionalization Issues

This was again a topic that came up at our meetings. Members of the committee are troubled by the trend to hire librarians in positions in non-MSCA units.

Workload and Schedules

As with the previous year, the committee had discussions about the smaller number of MSCA librarians in their libraries and subsequent increased, unsustainable workloads for those librarians remaining at the libraries. The ability to take vacation time is an issue at some institutions - regarding the ability to take earned vacation time when desired. In addition, the COVID-19 required remote work environment has shown that librarians may successfully work from off-campus locations. Some librarians continue to work remotely one or two days a week. Librarians have stated that additional language in the CBA concerning workloads and telecommuting is desired.

Organizing and Unity Report – Aruna Krishnamurthy

Over the last year, a number of activities were undertaken under the aegis of the Organizing and Unity Leader role: 1. Crafting action network petitions for ARPA funding of our institutions as well as supporting priority vaccination for higher education professionals.

2. Op-Ed writing workshops on vaccines.

3. Facilitating unemployment workshops for our PT faculty over December break.

4. Member recruitment activities:

--creating drafts for member recruitment for new FT, PT and DGCE faculty from chapter president, new member liaison and treasurer.

--assembling materials to help chapters during new member recruitment drive

--coordinating multiple meetings with eight new member liaisons to discuss challenges and successes of member recruitment in the post-Janus era.

--organizing the purchasing and distribution of iPads to NMLs across the system.

--attending MTA workshops on member recruitment and sharing higher ed info.

--answering NML questions as well as organizing campus-by-campus numbers of both FT and PT non-members for follow through by NMLs.

NML reports from eight chapters.

Bebo (BSU)

Irina, Polina, and myself divided up the Full-Time to contact about joining MSCA. I contacted and followed-up around ten (10) faculty of which eight (8) ultimately did join. I'm still currently following up

with the remaining two. I have attended a couple of the webinars which were interesting and engaging along with our NML meetings with Ashley and you.

Zach (FiSU)

- Attending the new faculty orientation to promote union membership
- Attending online meetings with other NMLs from other campuses
- Meeting virtually with Rala to discuss strategies of recruitment
- Working with Rala to craft an email blast to all adjunct faculty soliciting input around any issues they feel need to be addressed, and subsequently responding to replies to this email
- Attending union meetings virtually
- Fielding various NML emails

Mirari (FrSU)

#1: Report from New Member Liaison Activities

Fall 2021 New Member Liaison (NML) 2021-2022, Mirari Elcoro (Department of Psychology & Philosophy, Framingham State University) During this semester, the NML along with members of the MSCA Framingham Executive Board (e-board) conducted an orientation session for new faculty and librarians as part of a larger orientation event hosted by Academic Affairs on August 30 at 11:50 a.m. During this orientation session we provided key elements of our union along with recent accomplishments and reasons to join (a powerpoint slide show was prepared and the meeting was conducted via Zoom). The NML followed up (via email and in person) with new (and renewing) members to join the union, and delivered MSCA t-shirts and mugs to those who joined. These follow-up interactions included specific information on how to fill the application form and the dues structure. In addition, the NML updated the section of the FSU Faculty Handbook dedicated to the union. The NML attended two NML meetings: one on October 25 at 4:00 p.m. (led by Aruna Krishnamurthy, MSCA NML coordinator) where we shared information on how to recruit new members (focusing on part-time faculty), and another one on December 7 at 4:30 p.m. (led by Ashley Adams, MTA NML coordinator) to brainstorm topics for training organized by the MTA dedicated to higher education. After the first meeting, a letter to reach out and recruit parttime faculty was drafted and shared with NMLs. The NML shared this letter with the e-board and we tailored it to fit the FSU community, highlighting our PT/FTT affinity group. The letter was sent via email to those PT faculty (day and DGCE) identified by Melissa Beatty (MSCA State Treasurer), as pending in dues payment. The letter generated responses and with the assistance from Melissa Beatty the NML responded to each request for further information. The responses from PT faculty also expressed gratitude for the work of the union to support PT faculty. Additionally, the NML regularly shared updates with the e-board and in meetings with members. The NML responded also to several email check-ins (from Aruna & Ashley) about the status of recruitment and activities. The NML also communicated frequently with Melissa Beatty about procedures and updates of new and renewing members.

#2: Drop in Full-Time (FT) Faculty

The following information was provided by the Office of Human Resources, confirmed by the Office of Institutional Effectiveness and the Office of the Provost at Framingham State University (12/14 and 12/15/2021 via email communications with these offices).

The following refers to the metric labeled total drop. We had 189 FT faculty + 9 librarians in Fall 2020 and 179 FT faculty + 8 librarians in Fall 2021. That would inform the union of a loss of 11 members.

MassArt: No NML

Mike Gutierrez (MMA):

I have met with our new employees and informed them about the benefits of the MSCA. I have also

developed a campus tour with admissions for all new faculty in the future. It has been a little slow since we do not have very many new faculty members and the ones we have are members.

Anna Jaysanne-Darr (MCLA)

We have four new FT faculty on campus, one of whom is TT. In my capacity as NML, I have prepared materials on our New Faculty Learning Community Canvas page for them to review, sent them emails encouraging them to join the union and offering to answer their questions about the union and the college, and met with them to talk about all elements of their work as faculty, including the union and our contract. I prepared an email, based on the template, for our union president to send new faculty. All four new faculty members have joined the union. I have also corresponded with Melissa Beatty about part time and DGCE faculty membership, although I find that information to be fairly opaque and Melissa and I seem to be talking past each other, thus I'm still not clear who I need to reach out to about membership in this group. (For example, she sent me a list that she said comprised all PT and DGCE folks who haven't paid. However, I compared it to my list of all faculty, and it was clear that it was just a list of PT faculty, not DGCE faculty. But when I told her that, she told me she couldn't separate out the list of PT and DGCE faculty... that was our last interaction.) I have also communicated numerous times with Roberta Govoni at MSCA about the shirts and mugs we promised new faculty in our introductory email. She has told me that they ordered more mugs and that they would be sent to us eventually, but that they didn't want to order more t-shirts.

Cathy Fahey (SSU):

Attended New Faculty Orientation in September Did a listening tour of departments to hear members concerns. We didn't have any new full time hires, so recruitment was not something we focused on at SSU.

Karsten (WeSU)

I spent time connecting with the newest faculty members, listening to their concerns. We tried to organize a new-faculty orientation, but did not get it off the ground. I also spent considerable time getting an accurate list of tenure-track faculty. Unfortunately, Westfield's statistics and faculty lists do not distinguish between full-time temporary and tenure-track assistant professors. They also often do not distinguish between adjunct and full-time faculty when announcing hires. All of the tenure-track faculty hired in the last five years are members, as far as I can tell. This is amazing, given that the choice now is between member and non-member (big difference in money spent) rather than member and agency (smaller difference). My next step is to identify adjunct faculty who have taught for three semesters or more yet are not members of the chapter.

Sue Mitroka (WSU):

Sue did not send me a report, but she was present at all the NML meetings and shared her experiences with recruiting FTT members on her campus, highlighting the struggles of recruiting FTT vs FT.

Investigative Budget Committee

Report for the MSCA Delegate Assembly – Rala Diakite

The investigative Budget Committee was established on August 27, 2022 and had its first meeting in February of 2022. The committee has 14 members representing the various State Universities. The committee's charge is 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." - It is essential that we develop a strong knowledge base regarding the finances and financial practices of our institutions, in order to effectively oppose the state underfunding and austerity budgets which present grave threats to our academic mission, and to student access to higher education.

Our state universities, financially weakened by the impact of covid and decreasing enrollments have already begun cost-containment measures such as cuts to programs, reduced hiring of PT faculty, planned attrition of full-time faculty, and furloughs. In the last round of both Day and DGCE bargaining we saw drastic proposals aimed at making retrenchment easier, creating a new non-tenure track category of faculty, and increasing the percentage of sections taught by part-time faculty. Management put up huge resistance to even meager salary increases for our members; indeed for the DGCE they made an offer of 0% raises for a three-year contract.

Management always justifies these actions and proposals on the basis of financial exigency.

Our analysis of financial information will help us to discover any mismanagement of resources, or misrepresentation of financial circumstances. The sharing of information across institutions will also reveal best (and worst) practices among our institutions. What we learn about HOW to understand budgets and financials can be shared with chapters so that members have more power and agency in this domain.

Thus far, the committee has had two meetings.

- 1) We have already gathered quite an extensive digital archive of materials from our institutions, along with links to useful databases and articles.
- 2) We are working on developing methods to analyze the financial data which is reported quite differently at each institution, and to make comparisons.
- 3) With the assistance of our MTA rep Catherine Santiago, we have organized two training sessions, to be provided by a financial expert from the NEA, the first to be held in May, the second in late September 2022.
- 4) The proposed MSCA budget includes support for the work of this committee, funding an intern, and a financial consultant. We are off to a great start, and we hope that the products of our labor will be useful and impactful in the upcoming year. Thank you.

Massachusetts Teachers Association – Reports:

MTA Director – Keith Washington

Director Washington provided attendees with an overview of his activities in the past year as MTA Director.

MTA Region H Executive Committee – Maria Hegbloom

OVERVIEW:

As my 3-year term as the Higher Ed Representative on the MTA Executive Committee nears completion, I can point to several key issues that I am happy to say have been enhanced over that time period.

- The first points toward the role of higher education in the work of the MTA. Higher Ed members have often lamented the fact that MTA tends toward a K-12 focus more so than on issues pertinent to Higher Ed. While sheer numbers can account for some of that, priorities are also to blame. However, over the past several years there has been a concerted effort to bring Higher Ed issues to the front, particularly funding, student debt, and adjunct issues, of the MTA agenda. This was evident in the 2021 Annual Meeting where the entire delegate body, when asked to vote on priorities for the upcoming year, identified adjunct justice and affordable higher education, within the top 3. In addition, public higher ed funding has been central in the Fair Share campaign and in the MTA's budget priorities addressed to the legislature.

- The second issue points toward the need for increased communication between MTA and the Higher Ed locals. I have tried to do my part here by sending detailed notes to higher ed leaders about MTA board and executive committee happenings. In addition, this past year I also published a member newsletter (roughly 6/year) to help keep members abreast of this information. I have worked to encourage local leaders to share this newsletter with their members.

MTA EVENTS & PRIORITIES

Rather than summarize the vast number of happenings in the MTA from the past year I will focus only on current and upcoming issues and events that seem most important to our members.

MTA Annual Meeting

Will be held in-person (with vaccine, mask, and other safety requirements) and with a remote option, at the Hynes Convention Center on May 20 & 21. In addition to regular business, a new president and vice president of the organization will be elected at this time.

FY2023 Budget

In their letter of budget priorities sent to the House & Senate, the MTA requested:

- Reinvestment in our Public Higher Education – due to critical underfunding and current high levels of inflation, our public higher education system is in crisis. We would like major increases in investments to:
 - o 1.\$3.5 million increase to invest in student success programs
 - o 2.\$25.5 million increase to the MassGrant Plus program
 - o 3.\$11 million operating expense increase for Community Colleges
 - o 4.\$33 million operating increase for State Universities
 - o 5.\$49 million operating increase for the University of Massachusetts
 - o Continued Implementation of the Student Opportunity Act – Fully funding the six-year phase in of SOA and include the impact of inflation. This means increasing Chapter 70 education funding by a total of \$98 million over the governor’s budget recommendation.

American Rescue Plan Act (ARPA)

Update In the next round of ARPA spending, the MTA is requesting revenue to fund:

- \$100 million in reserve to provide scholarships and student debt-elimination to expected licensed educators, with a focus on diversifying the educator workforce. This includes \$50 million in funding to revive the modified version of the Tomorrow’s Teacher Program and \$50 million in funding to expand the educator pipeline which include loan repayment support for educational expenses associated with undergraduate and master’s degrees and other educator licensure support programs.
- The MTA is also requesting emergency aid for two-years of debt-free college for Pell eligible students. Massachusetts community colleges and state universities enroll most lower-income residents in the state, who are seeking a college degree or certificate. During the pandemic, overall community college enrollment has declined by %15, while enrollment at the state universities declined at 14%. This has had a major impact on low-income students but has an acute impact on Black and Latino students. The next ARPA bill should focus resources on expanding enrollment of low-income students by providing a \$335 million program for the FY23 cost of two-years of debt-free college for Pell eligible students.
- Lastly, the MTA is requesting continued investment in public school and college campus building renovations. Currently our state’s public colleges and universities identified over \$1.4 billion in urgent needed renovation investments.

Update On Priority Legislation

Several MTA priorities received reports of “ought to pass” and will now move on to the next step in the legislative process that will likely include a review by a second committee. These bills include An Act to provide fair working conditions for public higher education adjunct faculty and An Act relative to a state

minimum wage for municipal employees.

- The Cherish Act – along with the debt-free act were sent to be considered by a taskforce on public college affordability. Unfortunately, there is no union representation on this taskforce
- S.1732/H.2723 - An Act to provide fair working conditions for public higher education adjunct faculty; Reported Favorably by the Joint Committee on Public Service on 2/2/2022S.
- 1733/H.2724 - An Act to ensure fair public higher education workplaces; Received an Extension until March 12, 2022
- S.829/H.1339 - An Act to guarantee debt-free public higher education - along with the Cherish act, was sent to be considered by a taskforce on public college affordability. Unfortunately, there is no union representation on this taskforce.
- S.1839/H.2969 - An Act relative to restoring corporate tax rates; Received an Extension Until May 4, 2022
- S.1812/H.2826 - An Act to close corporate tax loopholes and create progressive revenue; Received an Extension until 5/4/2022 Fair Share Amendment MTA is working tirelessly on efforts to ensure the victory of the Fair Share Amendment in November. This would raise significant revenues earmarked for public education and transportation. They have voted to allocate \$10 million to use in this fight.

MTA Summer Organizers

The MTA will be hiring a significant number of summer organizers. Some of these will be hired for local member outreach and a large number will be hired for work on the Fair Share Amendment. This is particularly a great opportunity for PT members. The information on applying can be found here (MTA website; see online report for link: <https://mscaunion.org/wp-content/uploads/2022/04/MTA-Report-Executive-Committee-2022-Delegate-Assembly.pdf>)

BHE/MTA Health and Welfare Trust – Nancy George

The Board of Higher Education/MTA Health and Welfare Trust Fund administers the Dental Plan and Vision Discount plan for all employees in public higher education who are affiliated with the MTA. There are twelve Trustees, six appointed each by management and by labor. I serve as the MSCA Trustee and as treasurer of the Trust. The Trust has met on a quarterly basis during the pandemic via zoom.

Currently, the fund represents approximately 9000 individuals who hold either individual or family dental plans. Funding is provided solely by negotiated state contributions of around \$15.50 per week per employee (depending on the employee's bargaining unit).

The Dental Plan is currently administered by MetLife. Coverage is up to the annual maximum benefit of \$1,200. Our ratio claims to premium is 89% (as of January, 2022), which is higher than the previous year of 78% (low due to the COVID-19 pandemic).

The manager of the plan is Health Plans, Inc. (HPI). HPI has created a solid member database and strives to answer members' questions in a pleasant, professional, timely manner. The Trust also employs Jack Nicolas, of KD Consulting Group, as our negotiator/consultant. The monthly reports to the trust are very comprehensive and informative and the consultant is extremely helpful to the Trustees at both Trust meetings and Financial Committee meetings.

We have had problems with a shortage of dentists in the plan in western Massachusetts. MetLife has reached out to a dental group (Cochrane) to get dentists to re-join the plan. The dental group wanted to have a full payment of fees, which MetLife was not agreeable to. Thus, this dental group remains outside of the MetLife plan.

Financial activities in the past year:

East Boston Savings Bank merged with Rockland Trust. We are in the process of changing to SalemFive as our banking team made the move from Rockland Trust to SalemFive.

Our investment account averaged a 4.46% rate of return in 2022 (as of the February meeting). This was down from the previous year's rate of 14.79% return in 2021.

An audit was performed by Whittlesey & Hadley, P.C.

IRS tax forms 5500 and 990 were filed in a timely fashion.

We are in significant need to increase the state contributions as the amount has not changed for a number of years and our premiums continue to increase in cost. This past year, Jack Nicolas, KD Consulting Group, provided the Trust a financial projection outlining the Trust's dire financial situation. I alerted the MSCA about this in fall 2021 and have included this projection in this report. Management Trustee and Co-Chair, Mike Murray, is confident additional money will be provided to the Trust by the state; however, as of yet, this money has not appeared.

There have been MTA and Trust discussions regarding a cost benefit analysis being performed regarding the feasibility of joining the Massachusetts Public Employee Trust Fund. In discussion, trustees were divided on this topic, with management trustees being primarily opposed to this proposed analysis. A vote has not been taken yet.

Any members having issues with their dental or vision plans can contact any Trustee who can put them in touch with either Health Plans, Inc. (eligibility manager for the trust) or with our direct representative at MetLife.

Five year financial projection:

https://mscaunion.org/wp-content/uploads/2022/04/MTA-Report-Health-and-Welfare_5-year-projections_2022-Delegate-Assembly.pdf

Web page: <https://bhe.healthplansinc.com/>

Final Report of the Credentials Committee:

Sarah Mabrouk, Framingham/MSCA Chapter, delivered the final Credentials Committee Report: 44 registered delegates, 1 guest. It was moved and seconded to adopt the report. The motion passed.

Old Business

None.

It was moved and seconded to nominate Joanna Gonsalves as MSCA Vice President, with the term expiring June 1, 2022. Joanna Gonsalves accepted the nomination. The motion passed.

Adjournment:

The meeting adjourned at 7:45 pm.

Respectfully submitted,
Nancy George