

ASSOCIATION OF PROFESSIONAL ADMINISTRATORS

Executive Board Meeting

EAW – 397 Grove Street, Worcester, MA 01605

10:00am, Friday, February 15, 2019

I. Call to Order

II. Approval of Minutes of January 18 meeting

III. Public Comments

IV. President's Report - Sherry

a. HELC meeting, February 8

- i. Funding Bills – Some concerns about allocation of funding (Cherish Act) if MTA Public Education Legislation passes (\$1.5 billion). UMass Amherst allocation is higher (claim to be the “Flagship” institution)
- ii. Suggestions for a discussion about how HELC can influence decisions coming out of the MTA Board of Directors – will discuss on March 8.
- iii. Sean King (Government Relations)
- iv. Governor filed budget. K-12 funding and other pieces impact Higher Ed (favorably). 5.5% increase in funding. UMass gets *7.5% (higher allocation) – may be a one-time deal.
 1. *4.4% for State Universities and Colleges
 2. *3% for Community Colleges
 3. *Dependent on revenues
 4. Accountability – Chapter 7 money – could be held out if there is anything that Administrators don't like. Accountability is not an obvious condition in Higher Ed Allocation increases.
 5. 100,000,000.00 Trust fund for Higher Ed (looks good but is “flexible” – for programs and tuition relief)
- v. GIC – No changes on Premium Splits
- vi. Balance Billing practice has been deleted (difference between Co-Pay and later billing)
- vii. Sick Leave Accrual conversation/takeback is back – 1000 hour cap (will be opposed)
- viii. Collective Bargaining reserve of \$45 Million – unclear what it means – may not include Higher Ed
- ix. COLA for retirees is included in budget
- x. Some new taxes in the Budget – Congress may not approve
- xi. Fund Our Future Bills have been filed. Governor and Legislature have other, possibly conflicting, bills. (Charter School Expansion is in Governor's Bill)
- xii. Promise Act – 116 sponsors
- xiii. Cherish Act – 113 sponsors
- xiv. Bills are online (Please note – Docket numbers may change):
 1. PROMISE
 - a. <https://malegislature.gov/Bills/191/HD434>
 - b. <https://malegislature.gov/Bills/191/SD101>
 2. CHERISH
 - a. <https://malegislature.gov/Bills/191/SD740>
 - b. <https://malegislature.gov/Bills/191/HD1178>
- xv. 18 Bills in total have been filed by MTA – of Interest to Higher Ed:
 1. Adjunct pay parity and pension

2. **Streamline Higher Ed Bargaining Process** (bypass OER and A&F path of approval and funding). (YES!!!!!!)
3. Eliminate 60 day waiting period for GIC coverage
4. Right to Strike
5. Janus Legislation
6. Adding Labor Seats to GIC and more accountability for the GIC (Change model) – require more public meetings

xvi. FY 2019

GIC - Premium increase is 3.3% (below Market Rate)

GIC wants to go to High Deductible model – this is a concern for older employees

Plan Design (tiering scheme) changes were minimal – favorable for out-of-pocket costs this year. Next year could be a change.

As of Feb 1, 2019:

New Massachusetts OSHA Laws – affects Public Employees – Massachusetts Department of Standards enforcing/inspecting – people will have to be trained in and informed about Hazard awareness.

Rules to protect employees. Some items – Violence, Heat, Air Quality, Lifting and Moving (Facilities employees have new standards to protect them) should be understood. We'll need to know more about this. General Duty Clause – Employer is “obligated to provide a safe workplace” – enforceable without specific regulation!

IV. **Treasurer's Report - Jim**

- a. **Payroll due on Tuesday, February 19 by 12:00pm to Jim Murphy**

V. **Membership and Data – Aaron**

- a. 1432 Members (+9 since January)
102 n Paying Members (+2 since January)
- b. Noticed there was an error in the conditional formatting in the yellow highlighting rule which started in January. That has been resolved.
- c. Found a solution to the conditional formatting rule for paying members who aren't having deductions taken out which highlights the cells in red. I had previously disabled that rule to avoid confusion where it highlighted cells for non-paying members. This will be included in the next monthly membership report.

VI. **Health and Welfare Report – AJ**

VII. **Website – Liz**

- a. A few more items and we will be good to go. Please forward to Liz as you complete them.

VIII. **Committee Reports**

IX. **Old/New Business**

- a. **Treasurer job description DRAFT**
- b. **Information for Operations Manual**

X. **Institutional Issues**

XI. **Announcements:**

- a. **Please submit bylaws for your local if you have not done that already (MCLA, Mass Art, Salem and Framingham). Thank you!**

XII. Adjournment

Next Meetings:

March 15 Auburn, 10am

April 19 – Auburn

May TBA - Meeting at Annual Statewide MTA meeting

June 21 - Meeting at MA Maritime Academy