

## NBI IMPLEMENTATION REPORT

New Business Items were submitted at the 2019 MTA Annual Meeting of Delegates. Some were taken up at the Annual Meeting and the rest were referred to the Board of Directors. This report contains the disposition of action for each of the 2019 NBI's.

### **NBI #1 - Threat from the Right Report- *Adopted as amended***

**Motion:** The MTA Task Force report *Threat from the Right*, which identified the players in the local and national network of anti-worker and anti-public education groups and their funding sources, be updated AND PRESENTED at the 2020 annual meeting.

#### **Implementation**

The *Threat from the Right* report produced for the 2020 Annual Meeting is posted on the MTA website and is being mailed to the delegates.

### **NBI #2 - Local Support - *Adopted as amended.***

**Motion:** A needs assessment survey of all local presidents will be done within four months of Annual Meeting 2019, overseen by a 10-person committee. This committee shall be comprised of representatives from preK-higher ed, ESPs, a Board director, an Executive Committee member, a retiree and at least three local presidents. The committee will formulate questions designed specifically to assess the needs of MTA local affiliates with regard to MTA services provided, will distribute it electronically to all local presidents, and will review results within four weeks of the survey closing. Results, including raw data survey, will be shared with all presidents, the MTA Board, and the MTA Executive Committee, not later than December 1, 2019.

These results shall be used by MTA leadership, the Board of Directors and Executive Committee to guide decisions in the hiring and/or reallocation of existing staff to support the locals as indicated in the needs assessment survey.

The results of the needs assessment shall also be placed on the agenda of the Winter All Presidents' meeting in the fall of 2019, with the opportunity given for presidents to discuss and create recommendations for MTA.

#### **Implementation**

In September 2019, President Najimy appointed a diverse group of members, per the NBI, to implement the Local Needs Assessment and serve as the All In Member Blueprint Working Group for the larger Blueprint assessment of local and member needs. Their first task was to work with a consultant to develop the questions for the Local Needs Assessment Survey.

The Local Needs Assessment Survey was emailed to local presidents on October 10, 2019, and concluded on December 1, 2019, per a change in the timeline adopted by the Board at its fall meeting. A total of 244 local presidents participated and provided valuable input. In addition to the survey, the All In Member Blueprint Working Group collected data through focus groups with local presidents and members at fall members' forums and at statewide and regional presidents' meetings.

At the January 2020 All Presidents' meeting, MTA leadership presented a PowerPoint summarizing the key findings of the survey results. Local presidents provided input on the key findings and gave feedback and recommendations to MTA leadership. The results of the needs assessment and the feedback collected were incorporated into the final Blueprint.

*The raw data from the Local Needs Assessment survey and the PowerPoint presentation of those findings at the January All Presidents' Meeting are confidential data files. For viewer access to those reports, please email [MTAGovernance@massteacher.org](mailto:MTAGovernance@massteacher.org).*

### **NBI #3 - MTA Local Association New Member Liaison Subsidy- Adopted as amended**

**Motion:** That the MTA, recognizing the anti-union forces that are actively trying to discourage new hires from joining their local associations, create a pilot program for the 2019-2020 school year that would fund a position of New Member Liaison (NML) in up to 90 locals, at the rate of \$350 per liaison. Request for payment of the NML stipend shall be made by the treasurer of the Local association. The local association must supply the name of the NML for the year.

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### **Implementation**

Since the program has started, we have recruited 49 New Member Liaisons (44 from preK-12 locals and five from higher ed. The MTA conducted nine regional training sessions for these NMLs. At the trainings, NMLs learned steps that a local may take to maximize the likelihood that new hires are signed up as members and then engaged in union activity within the local and the MTA.

The NMLs were also responsible for filing reports of their activities in the locals – one at the beginning and one at the end of the school year – covering information such as whether the local received employee lists from the administration, how many employees are not dues-paying members, whether there is one-to-one outreach to newly signed members, what the level of participation is in MTA member trainings, and more. To date, 34 locals have completed at least some part of those reporting forms.

### **NBI #4 - Exploratory Task Force for Environmental Health and Safety Resources-Adopted as amended**

**Motion:** MTA will take the following actions over the next year to ensure that its Environmental Health and Safety Committee is optimally resourced to address the diverse range of environmental and workplace health and safety concerns facing MTA members, as well as our students and the communities that support and use the school buildings in which we teach.

1. MTA will sustain its current budget for legal and technical support available to the committee, allowing for ongoing legal and technical support as needed by the committee and MTA locals and members.
2. MTA will engage in a process this year to define MTA health and safety priorities and to set an adequate budget for ensuring that the needs of locals and the MTA EH&S Committee can be met, per these priorities. This will include addressing funding for adequate staff and legal support, providing funding for sampling and investigative equipment and analysis, and developing organizing skills and capacity.

An exploratory task force to address these issues will be established. This will include a representative of the Executive Director, participation by the MTA President or Vice President, and at least two MTA Board members with expertise/interest in these workplace concerns, the EH&S Committee chair, and the current technical support regional rep. This task force will provide a report of its discussions at each MTA Board meeting and will present a proposal to the Board and EH&S Committee in time to be submitted for approval by the delegates at the 2020 Annual Meeting.

The task force will be tasked to analyze the needs, capabilities, strengths, weaknesses, limits and intentions of the MTA in its responsibility for responding to health and safety needs of locals and members.

### **Implementation**

The MTA Environmental Health and Safety Committee took on the work of the task force and has researched and reviewed the MTA's ability to respond to the health and safety needs of its locals and members. Issues include aging buildings, the design of new buildings and use of new equipment, educator stress, and opportunities to utilize new legal protections under the public-sector OSHA law. The EH&S committee is recommending at least two dedicated in-house technical experts and one legal expert, to meet the expanding demand through contract bargaining, grievances and community organizing. The recommendations will be taken under consideration as part of the ongoing Blueprint Project implementation.

### **NBI #5 - Revised Climate Strike NBI 2019-Adopted**

**Motion:** That the MTA delegation to the 2019 NEA Representative Assembly propose a national teacher strike in support of the Green New Deal.

### **Implementation**

The MTA delegation to the 2019 NEA Representative Assembly proposed a national teacher strike in support of the Green New Deal. The NBI was defeated at the NEA-RA in 2019.

### **NBI #6 - Addressing the Humanitarian Border Crisis-Adopted**

**Motion:** *Whereas* we are faced with a humanitarian crisis on the Texas southern border;

*Whereas* refugees, many women and children, are being forced to wait in dangerous circumstances in order to gain their right to asylum;

*Whereas* there are no real solutions proposed by our government that would create a just and compassionate end to the crisis;

*Whereas* the Massachusetts Teachers Association represents education workers who care for and teach students of all nationalities, races, ages, ethnicities, income levels, genders, and status;

*Resolved*, that MTA support our siblings who have made the courageous decision to offer food, clothing, humanitarian aid, and kindness to these refugees;

That MTA stand in solidarity with local leaders, community partners, faith-based networks, legal advocates and other labor unions to ensure that the health, educational, safety, and legal needs of the refugees are met;

That MTA will inform and remind its membership of the commitments made in the 1951 Refugee

Convention ratified by 145 nations, including the United States of America, with the core principle of non-refoulement, which asserts that a refugee should not be returned to a country where they face serious threats to their life or freedom (the document, <https://www.unhcr.org/3b66c2aa10>, also asserts the principle of unity of the family as an essential right);  
That MTA will publish this motion on its website and in *MTA Today*.

### **Implementation**

Referred to June Board of Directors Meeting -*Adopted as amended*.

September 5, 2019 — The text of the motion was printed on Page 16 of the Summer issue of *MTA Today*. The text was posted on the MTA website on June 26. Here is the link to the post:  
<https://massteacher.org/news/2019/06/mta-board-adopts-motion-addressing-humanitarian-border-crisis>.

### **NBI #7 - Going Public**

**Motion:** That the MTA create a committee (of members and staff) that plans a public-facing action or event to coincide with each Annual Meeting.

Referred to June Board of Directors meeting and adopted as amended.

That the MTA create a committee (of members and staff) that designs a public-facing action or event to coincide with each Annual Meeting to be brought to the Jan./Feb. 2020 Board meeting for approval.

Referred to June Board of Directors' meeting. - *Adopted as amended*

### **Implementation**

A working group was formed to plan an event in conjunction with the 2020 Annual Meeting of Delegates in Springfield. Members of the working group presented a concept at the January 2020 Board meeting to develop an event to take place at the conclusion of the Business Session on May 1.

At the March 2020 MTA virtual Board of Directors meeting, it was decided that due to the likelihood of a virtual Annual Meeting, the planned action would take place at the next in-person Annual Meeting.

### **NBI #8 - Support Early Voting-adopted**

**Motion:** That the MTA support early voting through a "No Excuse" legislative proposal in the state House and Senate.

Referred to June Board of Directors' meeting -*referred to committee*

### **Implementation**

The MTA Board of Directors voted to refer the NBI to the Government Relations Committee.

At the October 4, 2019, Government Relations Committee meeting, the committee decided to take no position at that time.

### **NBI #9 - Support Senate Bill 389**

**Motion:** That the MTA support Senate Bill #389, *An Act ensuring municipal participation of the widest eligible range*.

Referred to June Board of Directors' meeting- *referred to committee*

#### **Implementation**

The MTA Board of Directors voted to refer the NBI to the Government Relations Committee.

At the October 4, 2019, Government Relations Committee meeting, the committee decided to take no position at that time.

### **NBI #10 - Drivers Licenses for All**

**Motion:** That the MTA endorse the Work and Family Mobility Act, (S.2061, H.3012) introduced this session in the Massachusetts Legislature, and call on the leadership to write a letter of support to the Legislature and to publicize this support to our members.

Referred to June Board of Directors' meeting. -*Adopted*

#### **Implementation**

The Massachusetts Teachers Association is one of more than 200 member organizations of the Driving Families Forward Coalition, which is advocating for the passage of S.2061/H.3012, *An Act relative to work and family mobility*. On September 4, 2019, the Joint Committee on Transportation held a hearing on the legislation and MTA President Merrie Najimy testified as part of a coalition panel in support of the bill. Additionally, President Najimy, along with MTA Vice President Max Page, submitted a supplemental letter urging the committee to report out the S.2061/H.3012 legislation with a favorable recommendation.

On February 5, 2020, the legislation was reported favorably out of the Joint Committee on Transportation and, as of this writing, it is awaiting a referral to a second committee as the next step in the legislative process.

### **NBI #11 - Fair Endorsement Process in Massachusetts Teachers Association and National Education Association for the 2020 Presidential Election**

**Motion:** We, as members of the Massachusetts Teachers Association and the National Education Association, call on our statewide and national union to wait to endorse a presidential candidate until after MTA/NEA members have a chance to learn about the candidates through the first six DNC debates (held from June through December 2019). We would also recommend to the NEA that in order to decide which candidate to endorse, a national binding one-member, one-vote poll of our membership be conducted. We ask that the decision of the MTA Annual Meeting to delay endorsement be communicated to the National Education Association immediately following the Annual Meeting.

Referred to June Board of Directors' meeting. -*Adopted*

## Implementation

In addition to communicating the Annual Meeting request to delay endorsement, the MTA, through our Grassroots Division, conducted the following tele-town halls with candidates and surrogates for candidates to connect members with campaigns and allow for a two-way conversation:

- **Senator Warren & Senator Sanders**
  - On January 29, we held a Tele-Town Hall with Lou Mandarinini, surrogate for Senator Warren, and Eric Blanc, surrogate for Senator Sanders.
- **Governor Deval Patrick**
  - On February 4, we held a Tele-Town Hall with Governor Patrick.
- **Vice President Biden**
  - On February 6, we held a Tele-Town Hall with Simone Sanders, surrogate for Vice President Biden.
- **Mayor Buttigieg**
  - On February 25, we held a Tele-Town-Hall with former MA State Treasurer Steve Grossman on behalf of Mayor Pete Buttigieg's campaign.

Additionally, we had open discussions on this issue at each regional presidents' meeting conducted.

## NBI #12- Support for Suit against ICE

**Motion:** That the MTA communicate its support to Suffolk District Attorney Rachael Rollins and Middlesex District Attorney Marian T. Ryan for joining the lawsuit against ICE (U.S. Immigration and Customs Enforcement). The suit aims to protect people who got our Massachusetts Courts Voluntarily.

Referred to June Board of Directors' meeting. *-Adopted*

## Implementation

Shortly after the May 2019 Annual Meeting, the U.S. District Court in Massachusetts issued an injunction against ICE, enjoining further arrests of immigrants on the courthouse steps. The injunction has been appealed, but the injunction is in place pending the outcome (as parties are still submitting briefs). The MTA has been in contact with Lawyers for Civil Rights, the legal organization that headed up the litigation, along with the District Attorneys' Rights (which also partnered with the MTA in the funding litigation lawsuit), for updates, and it has conveyed the MTA's letter of support to the district attorneys.

## NBI #13 - ESP Task Force

Referred to June Board of Directors' meeting. *-Adopted as amended.*

**Motion:** That a task force be formed to collect information from locals on members injured by actions of students. Data collected would be the number of injuries, grade level and what type of services districts provide. The task force will include a member of the Environmental Health and Safety committee.

## Implementation

At the January Union Skills Convening, the MTA ran a 90-minute workshop titled *"Our Students' Well-Being Is in Jeopardy: An Open Discussion about Changing Student Behavior at School."* The discussion

centered on identifying how student behavior is deteriorating, how the changes are impacting the health and safety of the student and adult population, and how we can develop an understanding of the root causes and discuss strategies for how advocating and organizing to ensure the safety and success of all students and staff. We began to collect names of members who were interested in being part of this task force. A follow-up daylong convening was scheduled for March 28, with the goal of filling the task force and creating an action plan to help members collect data and use it as one point of information to address the crisis in student well-being at the local level and state level. The convening was postponed due to stay-at-home guidance for COVID-19. We will resume the work as soon as possible.

#### **NBI #14 - Initiative Petition**

**Motion:** That the MTA work with our allies and coalition partners in the No On 2 campaign to research the possibility of filing an initiative petition to modify the charter school law to require local approval prior to the opening of new charter schools and/or the expansion of existing charters.

Referred to October Board of Directors' meeting. *-Adopted*

#### **Implementation**

MTA leadership brought the proposal to the Massachusetts Education Justice Alliance (MEJA), its coalition partner group. MEJA discussed the issue and agreed that it was not the time to launch a ballot campaign.

Statement from MEJA: "The private charter school industry is a blight on the education landscape that endangers education for all. While we are supportive of measures to restrict the growth of charter schools and make sure they play by the same rules as public schools, we do not think that a ballot question to require local approval of charter schools is the correct strategic choice at this time.

"We agree that local approval and control over public education is essential. However, the most urgent issue charter schools cause is the underfunding of public-school districts. We have also seen that 'local approval' can be coerced by DESE, as in New Bedford. We also think that the costs of pursuing a ballot question, and the reopening of the charter school debate which we so soundly won with the results of Question 2 in 2016, underscore the need not to move forward with this in the short term.

"We would like to maintain our focus on teacher and parent control over increased SOA funding, and on the underfunding and student debt crises facing public higher education."

#### **NBI #15 - Dues Reduction**

**Motion:** Amend Article IV

Finance as follows:

##### **Section 2. Dues**

###### **A. Active Members**

###### **8. Dues Reduction Based on Employment Date**

The annual dues of an active member who presents evidence of employment that starts after November 14, February 1, or April 14 of a school year in a given school system shall be, respectively, 75%, 50% or 25% of the member's annual dues for that school year. This

section does not apply to part-time active members employed by the University of Massachusetts Trustees or Board of Higher Education.

Add the following as Article IV 2. A. (8) b.

(8)b. Dues Reduction Calendar of Annual Dues for onboarding new members in Higher Education.

The annual dues of an active member who begins employment in Higher Education in the month of:

July - pays the full amount of the member's annual dues;

August - pays 11/12<sup>th</sup> of the full amount of the member's annual dues;

September - pays 10/12<sup>th</sup> of the full amount of the member's annual dues;

October - pays 9/12<sup>th</sup> of the full amount of the member's annual dues;

November - pays 8/12<sup>th</sup> of the full amount of the member's annual dues;

December - pays 7/12<sup>th</sup> of the full amount of the member's annual dues;

January - pays 6/12<sup>th</sup> of the full amount of the member's annual dues;

February - pays 5/12<sup>th</sup> of the full amount of the member's annual dues;

March - pays 4/12<sup>th</sup> of the full amount of the member's annual dues;

April - pays 3/12<sup>th</sup> of the full amount of the member's annual dues;

May - pays 2/12<sup>th</sup> of the full amount of the member's annual dues;

June - pays 1/12<sup>th</sup> of the amount of the member's annual dues.

### **Implementation**

Referred to October Board of Directors' meeting. *Ruled out of order.*

This would be a bylaw change and needs to go through the process for changes to MTA bylaws.

### **NBI #16 - Cherish the Community Colleges**

Referred to October Board of Directors Meeting-*Adopted as amended.*

**Motion:** That the MTA will work with its allies in the Fund Our Future coalition and the Massachusetts Budget and Policy Center to develop a fair and equitable funding formula for our members in all three sectors of public higher education as we continue to fight for the passage of the *Cherish Act*.

### **Implementation**

MTA convened a member working group to pursue the work of developing an equitable funding formula for public higher education with representatives from all three sectors of public higher education (including three community college leaders) and several MTA preK-12 leaders.

The working group has had three meetings, in person and by phone, and has begun the work of developing the principles on which an equitable funding formula must be built. The member working group will be meeting roughly monthly to advance the work.

A researcher, Dylan Belknap-Lerner, was hired temporarily to analyze existing funding formulas in Massachusetts, and researching funding formulas in other states, as well as formulas being pushed by corporate and anti-public education forces. Allies in the Fund Our Future Coalition are involved in the research and will be included more deeply in the work following development of the principles by our



member working group. We are submitting a grant to the NEA to leverage additional resources as this work has become critical to advocating for federal stimulus funding for public higher education in the midst of the COVID-19 pandemic.

**NBI #17 - Fair Share Fee**

**Motion:** MTA shall research and explore a “fair share fee” option.

Referred to the December 2019 Board of Directors Meeting - *Failed*

**NBI #18 - Recognition of ESP of the Year**

**Motion:** That the MTA ESP of the Year recipient be recognized every year at the MTA Annual Meeting with other recognition and presentation of awards on the agenda.

Referred to the December 2019 Board of Directors Meeting-*Adopted*

**Implementation:** The MTA ESP of the year is included in the Awards Section of the 2020 Annual Meeting agenda.