

NBI # 1

Divestment of fossil fuel and related holdings from the State Pension Fund**May 10, 2022**

NBI NAME

Date and Time

Richard Goldberg**Retired**

Delegate Making the Motion

Association Represented or Retired

Craig Slatin**Retired**

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

Whereas: In 2017, the delegates at MTA annual meeting voted in favor of MTA endorsing passage of then H.3281 which called on the Pension Reserve Investment Trust (PRIT) to divest from existing holdings in thermal coal over the following three years and to cease any new investment in these companies, and which would have established a Commission chaired by the State Treasurer to investigate and make binding recommendations concerning possible divestment of PRIT's holdings in oil and gas companies.

Whereas: In 2017 H.3281 did not become law, and in January 2022 a more extensive bill that would require the PRIT to divest from all fossil fuel and related holdings and form a similar Commission was not voted out of committee, and the MTA did endorse passage of that bill (H4170 - An Act to mandate the review of climate risk in order to protect public pension beneficiaries and taxpayers. Filed by Rep. Mindy Domb.).

Whereas: the US has made little progress in a needed reduction in fossil fuel use and emissions and has in fact increased both in the last few years; and

Whereas: Massachusetts pension funds directly invest in fossil fuel extraction and indirectly invest in banking, financial services, , and other businesses that profit from them; and

Whereas: any investment in fossil fuels or businesses that support it both aids in perpetuating their viability and competes with investment in clean energy alternatives; and

Whereas: One effective tactic of the movement to fight climate change is to de-legitimize the power of the fossil fuel industry by having large investors divest their holdings in oil, gas and coal companies; and

Whereas: pension fund investment losses could lead to insufficient funds to support future retired MTA members; and

Whereas: extreme weather disasters related to climate change likely will deplete state and local budget funds to support both public K-12 and higher education; and

Whereas: MTA Resolution B-11 calls for both science-based climate change education that includes learning about sound practices to lessen the impacts of climate change, and for the Commonwealth of Massachusetts and its cities and towns to actively pursue and promote the use of alternative energy resources; and

Whereas: With only eight years left to reduce carbon emissions by 50%, it is deplorable and fiduciarily irresponsible for pension funds to continue enabling the rogue fossil fuel industry. By doing so they risk huge losses in stranded assets and ensure a catastrophic future for all living beings.

Therefore be it resolved that for economic, scientific, political, and moral reasons,

The MTA will call upon state pension funds (those included in the Pension Reserves Investment Trust (PRIT)) managed by the Pension Reserves Investment Management (PRIM) Board, to be divested of all fossil fuel holdings; which shall include those assets involving entities that extract, transport, and sell at wholesale and/or retail fossil fuels, as well as businesses that finance those entities, including brokerage firms, banks, private equity firms, investment management corporations, credit card companies, and others, to the fullest extent possible.

In addition, the MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of fossil fuel divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention.

SUBMITTER'S RATIONALE:

Nationally, billions of dollars in public worker pension funds are invested directly in fossil fuels producers or indirectly in the businesses that finance and underwrite them. Every investment in fossil fuels guarantees their further use and diverts funds that could be used to finance green alternatives.

Divestment of Massachusetts public pensions will be a meaningful step in averting the very worst of the advancing climate catastrophe and provide a strong example to other states.

Investment in fossil fuel takes two forms: direct investment in fossil fuels and indirect investment in businesses that enable it. Therefore, divestment must include both of these forms.

Climate change science is advancing and discovering that several critical models have underestimated the feedback loops inherent with global warming. The polar regions are changing in ways that are increasing warming trends and will lead to much higher sea level rise in some global areas, especially the US eastern seaboard. As an association of educators, our actions must demonstrate a regard for science-based climate change decision-making that aims to mitigate and prevent the worst scenarios of catastrophic climate change predicted to occur by the end of the 21st century. We hold this responsibility for our members, our students, their families, and their communities, and the Commonwealth.

The movement for divestment is growing by leaps and bounds in the US and around the world as hundreds of organizations, universities, cities and other institutions (including the University of Massachusetts and Salem State University) with combined assets of over \$5 trillion have already announced plans for fossil fuel divestment. This is an important moment to send a clear message that Massachusetts will not waver from its commitment to a green future.

MTA has long advocated for social justice and protection of health, safety, and the natural environment. MTA Resolution B-11 puts us on record in advocating the Commonwealth to adopt measures to reduce dependence on fossil fuels and actively pursue and promote the use of alternative energy resources. How can MTA be taken seriously when urging the adoption of alternative energy resources while it supports pension fund investments in fossil fuels?

DUES IMPACT: No dues impact foreseen.

Minimal staff time to send a letter to the PRIM and State Treasurer Goldberg, and also for a press release to the media that MTA has voted for divestment of fossil fuel holdings from the PRIT.

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Minimal – Staff time required – draft a letter to the PRIM Board, prepare and distribute press release, prepare and publish article explaining this in MTA Today.

MTA COST & STAFF TIME ESTIMATE *(For MTA use only)*

15 hours of staff time

NBI # 2

Meeting the 2030 climate goals

May 13, 2022

NBI NAME

Date and Time

Michael Kozuch

Newton Teachers Association

Delegate Making the Motion

Association Represented or Retired

Jamie Rinaldi

Newton Teachers Association

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

Whereas, the recent IPCC report stated that climate change is a "grave and mounting threat to our well being and a healthy planet"

and whereas, the UN Secretary General said the situation is a "code red for humanity" and whereas, the 2021 Next Generation Roadmap for Massachusetts Climate Policy, calls for immediate action to achieve "net - zero" emissions in Massachusetts,

and whereas, our futures and the future of our students is in jeopardy because of climate change,

and whereas, climate change will have financial impacts on city, school and higher education budgets because of increasing climate extremes,

And whereas, the MTA should develop the knowledge and capacity to support educators as so they can fully participate in efforts to decarbonizing their schools operations,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperatures well below 2 degrees of warming, ideally below 1.5 degrees, will set up a task force of members and staff to **develop a plan to decarbonize its operations by**

2030 and report back to the 2023 annual meeting to vote on the plan. At the 2023 Annual Meeting, the task force will present an action plan regarding these steps for members to vote on.

SUBMITTER'S RATIONALE:

Even as countries, cities and states around the world work to fulfill climate pledges made at the 2015 Paris UN climate summit and investment in renewable energy is growing.

Climate change science is advancing and discovering that several critical models have underestimated the feedback loops inherent with global warming. The polar regions are changing in ways that are increasing warming trends and will lead to much higher sea level rise in some global areas, especially the US eastern seaboard. As an association of educators, our actions must demonstrate a regard for science-based climate change decision-making that aims to mitigate and prevent the worst scenarios of catastrophic climate change predicted to occur by the end of the 21st century. We hold this responsibility for our members, our students, their families, and their communities, and the Commonwealth.

MTA has long advocated for social justice and protection of health, safety, and the natural environment. MTA Resolution B-11 puts us on record in advocating the Commonwealth to adopt measures to reduce dependence on fossil fuels and actively pursue and promote the use of alternative energy resources. How can MTA be taken seriously when urging the adoption of alternative energy resources while it does not clean up its own operations.

By endorsing a 2030 goal of carbon neutrality, we will serve teachers by protecting our retirements, serve our students and our communities by protecting their future. And we will show that we stand by our statements and walk the talk. We will truly be doing well by doing good.

By developing a member climate action plan, MTA will support its members and locals to provide labor and educator leadership to bring forth a renewable energy economy on a foundation of social and environmental justice.

DUES IMPACT: None

SUBMITTER'S COST & STAFF TIME ESTIMATE: Minimal

60 hours – based on an estimate of six hours per month, to assist with setting up and supporting monthly meetings of the task force, from July 2022 through May of 2023.

MTA COST & STAFF TIME ESTIMATE (*For MTA use only*)

60 hours staff time



NBI # 3

Taskforce on Special Education

May 16, 2022

NBI NAME

Date and Time

Sarah Bol

NBEA

Delegate Making the Motion

Association Represented or Retired

Colin Green

NBEA

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

That the MTA lengthen the sunset date to June 2024 on the Task Force on Special Education so that the Taskforce can continue its work developing materials, conducting research, and holding workshops for families around special education.

SUBMITTER'S RATIONALE:

Often, parents/guardians do not understand the procedures, guidelines, or jargon associated with an individualized education plan (IEP). As a union, creating space for meaningful and open-conversations with parents, educators, students, and special education advocacy groups helps to: (1) educate families on language, regulations, and procedures associated with an IEP; (2) fosters critical educator-community relationships; (3) provides advocacy for a vulnerable and high-needs population: special education students; and (4) encourage conversations around the need for policy change. Additionally, creating spaces for educators and families provides an opportunity to better communicate union concerns to parents/guardians such as staffing concerns, high caseloads, and underfunding of schools. As a union, this is an opportunity to use our advocacy and organizing abilities to build strong community relationships and promote social justice and change for special education students.

DUES IMPACT:

0

SUBMITTER'S COST & STAFF TIME ESTIMATE:

100 hours staff time annually

MTA COST & STAFF TIME ESTIMATE *(For MTA use only)*

3-5 hours of staff time per month to coordinate research endeavors and dissemination with CEPP staff.

MOTION PASSED IN 2021

MOVED: That the MTA to create a Task Force on Special Education to look at the feasibility of creating an organizing initiative and potential legislation around the following topics:

- Gather information about the staffing patterns of special education teachers, working conditions and the size of their caseloads.
 - Research Child Find.
 - Investigate inequalities along disability, racial, ethnic and socioeconomic lines.
 - Develop a toolkit for local associations to use in bargaining for professionally certified special education staff.
 - Create and distribute a toolkit for parents/ guardians to clarify the special education process and their parental rights.
 - Create a toolkit for parents/guardians to be able to locate professional support(s) such as an advocate.
 - Foster collaboration and coalition work between SpEdPac and the MTA.
- The Task Force should include special education teachers, general education teachers, parents/guardians, students and other staff as appropriate. The committee should be representative of a variety of locals. The Task Force would sunset on June 30, 2022 unless extended by the Board or Annual Meeting.



NBI # 4

New Business Item on Student Debt Cancellation

May 10, 2022

NBI NAME

Date and Time

Maria Hegbloom

MSCA

Delegate Making the Motion

Association Represented or Retired

Joanna Gonsalves

MSCA

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

Whereas, The 2500 member Massachusetts State College Association has passed a [resolution](#) calling on President Biden to cancel all student loan debt;

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](#)). In contrast to many other forms of debt, student loan debt is extremely difficult to discharge through bankruptcy ([The Conversation, 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 public higher education 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](#)). Default rates for Massachusetts community college students have historically been significantly higher than those in the state university system ([Patch.com, 2019](#)).

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 moved that

The MTA 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 MTA President shall issue a public statement in support of federal student debt cancellation and post this on the MTA website, and convey it to our members along with information on how members can express their support including but not limited to encouraging members and others in Massachusetts to sign the [Call For President Biden to Cancel All Student Debt](#) initiated by students at Massachusetts public campuses;

The MTA 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.

SUBMITTER'S RATIONALE:

Beyond what has been stated above, it is clear that student loan debt is both a personal and a social crisis. It threatens not only the ability of those forced to take out loans to control their own time, their choices and their future, but it also threatens the very nature of public higher education itself. For public higher education to be a public good, that is, to be public, it must be free to all. With students coming from very different backgrounds and with very different wealth and family incomes, public higher education is increasingly not public. This inability to attend public higher education is far worse for BIPOC and other marginalized and minoritized students. This further undermines equity and the ability of our public higher education institutions to be diverse in their students, faculty, librarians, staff and cultures.

As public higher education becomes even less accessible to those who need it most, this further undermines the notion of higher education as a vehicle creating a 'meritocracy' allowing for upward mobility. Rather student debt plays a significant role in reinforcing and extending economic, racial and gender inequalities in US society today. And, by reducing the ability of students to attend public higher education, it reduces the number of students in public higher education, thus reducing the need for a fully staffed university with a wide range of program and course offerings. And this in turn, reduces the draw of public higher education and thus contributes to a downward spiral which could result in the closing of public college campuses.

Right now, President Biden is determining whether or not to cancel student loan debt (or at least some portion of it). Opponents of student loan debt cancellation argue that it will be a giveaway to the wealthy as if they are the predominant holders of student loan debt. The Biden Administration must be shown even more clearly that student loan debt disastrously burdens students at all levels of public higher education, and most significantly, low income and minoritized students. This NBI is one method of communicating that critical information to the Biden Administration before it makes a decision whether or not to cancel student loan debt.

DUES IMPACT:**SUBMITTER'S COST & STAFF TIME ESTIMATE: Minimal**

Staff time = 6 hours

MTA COST & STAFF TIME ESTIMATE (*For MTA use only*)

15 hours of staff time

NBI # 5

Divesting the Massachusetts State Pension Fund from Nuclear Weapons

NBI NAME

May 16, 2022 10:00AM

Date and Time

Maria Hegbloom

Delegate Making the Motion

MSCA

Association Represented or Retired

Catriona Standfield

Delegate Seconding the Motion

MSCA

Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

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 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 (those included in the Pension Reserves Investment Trust (PRIT) managed by the Pension Reserves Investment Management (PRIM) Board) from “any company that develops, tests, produces, maintains, or engages in the trade of nuclear weapons or nuclear weapon systems” (per Bills S.1703 and H.2597).

THEREFORE BE IT RESOLVED THAT

The MTA Investment Committee shall investigate whether MTA has any direct or indirect investments in nuclear weapons, and undertake any relevant divestment action; and

The MTA shall write to the President and Speaker of the Massachusetts State Senate and House, respectively, as well as to the Chairs of the Joint Committee on Public Service (where the divestment bills are currently being deliberated upon) to express MTA’s support for the proposed legislation on divestment and establishing a citizens commission; and

The MTA will call upon the PRIM Board to divest from nuclear weapons through a public statement, and it shall post this statement on its communication channels for the public and members to view; and

The MTA will request that the two educator Representatives to the PRIM Board (both MTA retired members) report periodically to the MTA Executive Board on the state of nuclear weapons divestment and that the MTA Board communicate the substance of these reports to the membership of the MTA no later than the 2023 Convention; and

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

SUBMITTER’S RATIONALE:

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

We live at a time of heightened nuclear threat. 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 this. Russia, a nuclear weapon state, has threatened to use nuclear weapons in the conflict over Ukraine. Rather than nuclear deterrence making us safer, Russia's nuclear weapons embolden it in its illegal war.

The US, 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". It has not met these commitments and, in fact, obstructed negotiations on the TPNW, refused to join, and continues to pressure states parties to withdraw from the treaty. While the US is unlikely to join the TPNW in the foreseeable future, divesting public funds from nuclear weapons producers delegitimizes the US's continued opposition to nuclear weapons abolition.

Divesting from nuclear weapons also brings the 'guns versus butter' problem into greater focus. The US government can always find money to wage war, but not to adequately fund K-16 public education and other essential public services. We must demilitarize our government spending and reinvest in public goods to build social solidarity. Divesting public worker pension dollars from nuclear weapons is one step toward such demilitarization.

PRIT has approximately \$23 billion invested in domestic and international equities at the time of writing, and some of that money will be directly and indirectly invested in publicly-traded companies that produce nuclear weapons. This means that our worker dollars provide credit and legitimacy to an industry that is morally unjustifiable and that has been prohibited in international law.

The global labor movement has long been active in the campaign to abolish nuclear weapons and the Massachusetts State College Association recently adopted a resolution on nuclear weapons divestment at its Delegate Assembly.

Nuclear divestment is a growing movement. According to the Don't Bank on the Bomb project, there is a growing list of international banks and investment funds that are choosing not to invest in nuclear weapons. They see these investments as illegal under international law, immoral, and also risky (see: <https://www.dontbankonthebomb.com/perilous-profiteering/>).

Nothing in this NBI has any bearing on nuclear energy.

Finally, Massachusetts legislators see the writing on the wall when it comes to nuclear weapons, even as the federal government has stalled on the TPNW. This is an important moment to send the message that the public sector workers of Massachusetts do not want our pension dollars invested in nuclear weapons.

DUES IMPACT: None

SUBMITTER'S COST & STAFF TIME ESTIMATE: Minimal

MTA COST & STAFF TIME ESTIMATE (*For MTA use only*)

Staff time 15 hours

Reproductive Rights Task Force

NBI NAME

May 16, 2022

Date and Time

Barbara Madeloni

Delegate Making the Motion

Retired MSP

Association Represented or Retired

Kelly Henderson

Delegate Seconding the Motion

Newton

Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION**MOVED:**

That the MTA establish a Task Force on Reproductive Rights, to operate from July 1 through December 31 of 2022:

- to reach out to reproductive right organizations in Massachusetts and beyond in order to become informed as to how best the MTA can support women from other states seeking abortion care in Massachusetts;
- to make recommendations on how the MTA (on its own or in collaboration with other unions) can support women from other states seeking abortion care in Massachusetts, through funding travel, housing, and other supports
- to look beyond the immediate emergency created by the Supreme Court decision and explore a broad array of ways that the MTA can support reproductive rights and health.

The Task Force will prepare a report and recommendations to be presented to the MTA Board of Directors at the Board's December 2022 meeting.

SUBMITTER'S RATIONALE:

The Supreme Court's imminent and catastrophic decision to eliminate a fundamental right of women to control their own lives and bodies demands that we, as a union, and a union of nearly two-thirds women, respond in support of working women in Massachusetts and beyond.

The MTA Board of Directors supported the ROE Act to guarantee the right to abortion and reproductive services in Massachusetts. But we need to be responsible to working women in other states who will, of necessity, need to travel to other states, including Massachusetts.

We must, as a union dedicated to racial, economic and gender justice, be visible in the support of women — all of whom are workers, whether in a union or not — seeking the health care they need.

DUES IMPACT: none

SUBMITTER'S COST & STAFF TIME ESTIMATE:

Four hours a month to prepare for and follow up on monthly meetings of the Task Force.

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

24 hours staff time



NBI # 7

MTA Membership Poll

May 16, 2022 4:00PM

NBI NAME

Date and Time

Erik J. Champy

Triton Regional Teachers Association

Delegate Making the Motion

Association Represented or Retired

Donna Grady

Franklin Education Association

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

That the MTA commission a membership poll to be performed by a professional polling firm/entity to test member attitudes toward the MTA's role during the past two years in supporting locals during the Covid-19 crisis. The poll should test member attitudes as to the effectiveness of communication during the crisis. The poll should test the degree to which they felt informed of MTA's position(s) and how they were derived. The poll should test member attitudes toward access to and use of their personal email addresses. The poll should test members' understanding and awareness of how various levels of MTA leaders are elected: representatively through delegates elected and /or appointed at the state and local level; elected through paper ballots distributed by mail; elected by secure electronic ballot delivered by email. The poll should test member attitudes to shifting from representative voting to direct election, one person one vote, particularly of statewide elected officers.

The sample drawn for the poll should be broadly representative of the various constituencies of MTA membership and its demography. The construction of the questions asked should be devoid of bias to the degree possible through broad input to the pollster. The pollster shall prepare a narrative report with cross tabs and present a report of findings to the leadership and Board of Directors at its October meeting.

SUBMITTER'S RATIONALE:

There is no question that for the MTA, its locals and its members these past years have been perhaps the most challenging in all of our experience. It is important moving forward that we understand how our members perceive how its leadership performed at the state and local level. Did they meet the needs of the membership? The road ahead will indeed pose a continuing set of problems and are we equipped to meet these problems in ways that benefit our members and best meet their needs.

Finally, why include elections in this poll? Three years ago a Bylaw Amendment was proposed at the 2019 Annual Meeting which, if adopted, would have made a significant change in how we elect the two most important positions of leadership by extending the voting franchise to every member of MTA to cast a ballot electronically for President and Vice President. With very little debate the proposed amendment was "Referred to Committee."

In the post Agency Fee era of the Janus Decision, a proposal that strengthens the democratic franchise of membership deserves more deliberative consideration. The inclusion of this subject in the poll will provide a better understanding from which to move forward.

DUES IMPACT: \$1

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$50,000

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

50 hours staff time

\$50,000



NBI # 9

Annual Meeting Transcripts and Minutes

May 16, 2022

NBI NAME

Date and Time

Donna Grady

Franklin Education Association

Delegate Making the Motion

Association Represented or Retired

Erik Champy

Triton Regional School District

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The Massachusetts Teachers Association will make available and provide copies (hard or via email) to all annual meeting delegates, Board Directors, Executive Committee Members, local presidents and all dues paying members the transcripts and minutes of the Annual Meeting of Delegates.

SUBMITTER'S RATIONALE:

The MTA prides itself on being a member driven, transparent, democratic association. As such, information from the meetings should be shared with members of the Association on a regular basis. It was not until two opposing candidates to current leadership put in requests to view the transcript of Annual Meeting of 2021, that a restrictive on availability of said minutes or transcripts tried to be pushed through. In fact there is past practice in which members were given copies of said materials.

DUES IMPACT: \$1

SUBMITTER'S COST & STAFF TIME ESTIMATE:

There will need to be staff time allotted to located and share the transcript and minutes to membership.

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):*

Total cost estimate for this NBI is \$33,125; staff time estimate is 21 hours.

NBI # 10**Task Force on Anti-Racism****May 16, 2022 6:45**

NBI NAME

Date and Time

Cedric Cunningham**Springfield Educators Association**

Delegate Making the Motion

Association Represented or Retired

Michelle Corbin**Mass State College Association**

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION**MOVED**

Sunset the 2015 Task Force on Race and replace it with a Task Force on Anti-Racism

The Task Force on Antiracism is charged to hold discussion groups for members to come together to discuss and strategize around anti-racism including processing the harmful impacts of racism and to develop antiracism strategies for working in their locals, schools, and/or communities.

The Taskforce will do outreach to local Presidents to inform members of the opportunity for participation.

The MTA will also support the work of the Taskforce by publicizing the discussion groups via its communication channels with members.

The Task Force on Anti-Racism will be charged for a duration of 3 years.

SUBMITTER'S RATIONALE

The MTA is committed to fighting racism and becoming an Anti-racist union. Within the MTA there are already several committees who are tasked with work on racial justice. This includes the Ethnic Minority Affairs Committee which provides an annual conference for members as well as a range of racial justice programs and leadership development opportunities It also includes the ALANA (African American, Latinx,

Asian, and Native American) groups which include both local groups as well as a statewide organization. ALANA provides a space for BIPOC members to address both local and statewide concerns. Finally, it also includes the Equal Opportunity Committee which oversees MTA's employment and anti-discrimination policies.

As an addition to these existing committees, The Task Force on Anti-Racism would be a committee that is open to all MTA members and which creates an opportunity for all members to participate in fighting racism and building an antiracism union. The framework of Anti-Racism (especially as articulated by Ibram X Khendi) requires active engagement to make concrete changes in racial inequities in the world. The Task Force on Anti-Racism will work to foster this kind of active and engaged politics of anti-racism. By facilitating member discussions and bringing many diverse voices to the table to grapple with how they can strengthen their engagement with anti-racism in their locals, schools and communities, the Taskforce on Antiracism will support the development of an antiracist union through deepening member engagement with antiracism and fostering a collective approach to antiracism across the union.

DUES IMPACT: None

SUBMITTER'S COST & STAFF TIME ESTIMATE: Minimal

MTA COST & STAFF TIME ESTIMATE *(For MTA use only)*

72 hours (2 hours/meeting and 4 hours prep/meeting each month) of staff time

NBI # 11

To be filled in by MTA

Gender Inclusivity for GIC Members	May 19th, 2022
NBI NAME	Date and Time
Amy Todd	Faculty Staff Union, UMass Boston
Delegate Making the Motion	Association Represented or Retired
Travis Johnston	Faculty Staff Union, UMass Boston
Delegate Seconding the Motion	Association Represented or Retired

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:

With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

That all MTA representatives to the GIC take the necessary steps to pursue changing the GIC's policy that requires members and dependants to be designated male or female to a gender-inclusive policy which includes a non-binary option.

SUBMITTER'S RATIONALE:

Currently, the GIC requires one of two genders to be on file to process claims. This means non-binary and other people must be listed as male or female. As teachers, we are committed to gender inclusivity. We should not have to subject ourselves or our family members, including children, to the adverse impacts of being misgendered in order to have our health care claims processed.

DUES IMPACT: None**SUBMITTER'S COST & STAFF TIME ESTIMATE:** None**MTA COST & STAFF TIME ESTIMATE (For MTA use only):**

NEW BUSINESS ITEMS submitted by 5 p.m. on Monday, May 16, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items **WITH** budgetary implications should be submitted either by the Monday prior to the Annual Meeting (May 16) or no later than prior to the conclusion of business on Friday (May 20) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2022-2023, which will occur Saturday morning. A new business item **WITH** budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA. New Business Items **WITH** budgetary implications will be considered in the order in which they are received but before other New Business Items **WITHOUT** budgetary implications.

Other New Business Items **WITHOUT** budgetary implications may be submitted during the meeting up to the **end of the first hour** on Saturday morning (by approximately 10 a.m. Saturday, May 21). These may be considered during the meeting in the order in which they are received.

Submit to MTAGovernance@massteacher.org

If you have any questions, please contact Mary Gilgallon, Director of Governance and Administration Division at 617-878-8213 or mgilgallon@massteacher.org.

NBI # 12

Voting Privacy

May 20, 2022 3:20pm

NBI NAME**Date and Time**

Charles Cianfarini

APA Higher Education

Delegate Making the Motion**Association Represented or Retired**

Sherry Horeanpolous

APA Higher Education

Delegate Seconding the Motion**Association Represented or Retired**

According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION**MOVED:**

As technology use becomes more accepted for MTA Annual Meetings and other MTA events, the MTA must ensure the privacy of members who vote during these meetings.

SUBMITTER'S RATIONALE:

Current LUMI devices are using members' information when casting votes. This does not ensure voting privacy.

DUES IMPACT:

None.

SUBMITTER'S COST & STAFF TIME ESTIMATE:

None.

MTA COST & STAFF TIME ESTIMATE (For MTA use only):

None.

NEW BUSINESS ITEMS submitted by 5 p.m. on Monday, May 16, will be distributed to the delegates at Registration and commence to be considered at the Friday session. New Business Items **WITH** budgetary implications should be submitted either by the Monday prior to the Annual Meeting (May 16) or no later than prior to the conclusion of business on Friday (May 20) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2022-2023, which will occur Saturday morning. A new business item **WITH** budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA. New Business Items **WITH** budgetary implications will be considered in the order in which they are received but before other New Business Items **WITHOUT** budgetary implications.

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If you have any questions, please contact Mary Gilgallon, Director of Governance and Administration Division at 617-878-8213 or mgilgallon@massteacher.org.

World Kitchen

May 20, 2022

NBI NAME**Date and Time**

Len Paolillo

MSCA-Bridgewater State

Delegate Making the Motion**Association Represented or Retired**

Jacqueline McCoogan

MCCA-(BHCC)

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing RULE 6: Order of Business and Debate, Section 13:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

MTA send a letter and a donation (\$1,000 or whatever the MTA President deems appropriate) to Jose Andres for the World Central Kitchen, thanking him and his organization for all the incredible work they have been doing in feeding the millions of people in Ukraine and in other disasters. Also, using existing publications, the MTA publicize to our members the good work of the World Central Kitchen.

SUBMITTER'S RATIONALE:

The World Central Kitchen has done outstanding work in feeding the hungry and we, the educators, need to support them.

DUES IMPACT:

\$0

SUBMITTER'S COST & STAFF TIME ESTIMATE:**MTA COST & STAFF TIME ESTIMATE (For MTA use only):**

Staff time estimate: 5 hours

Cost estimate: up to \$1,000