

# Collective Bargaining Agreements

Notification regarding retirement and separation incentive programs

MSCA update: retirement and separation incentive programs, 3/2021

## For MSCA:

BHE and MSCA agreed to an amendment to the Memorandum of Agreement dated February 8, 2021 (below). The original March 1, 2021 deadline for MSCA members to inform MassArt in writing of their intent to retire or separate from the college was extended so that the deadline for all unions (MSCA, APA, and AFSCME) is the same: April 1, 2021.

To notify MassArt of your intent to participate in the program, [use this form](#). You may change your mind and revoke your notification later so we encourage anyone who has not yet submitted a notification and who is considering separation to send a notification by the new deadlines outlined below:

- **MSCA: Monday, April 1, 2021**



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## Prior MSCA notification, 2/2021

In February 2021, BHE and MSCA agreed upon a 2021 Voluntary Retirement/Separation Program. Massachusetts College of Art and Design will be participating in this program. The college is providing a minimum of \$150,000 to fund this program. The terms, deadlines and eligibility requirements are outlined in the attached agreement.

Here are some important deadlines:

- Unit members must inform MassArt in writing by **March 1, 2021** of their intent to retire or separate from the college.
- If a unit member does so, they can still revoke that notification of intent in writing by **April 1, 2021** so we encourage anyone who is considering separation in accordance with this agreement to send a notification by **March 1, 2021**. Confirmation of eligibility and other details can occur before April 1 so they can change their minds.



Final MOA (MSCA...d by parties.PDF



Erip 2021 Exhibi...d Feb 5 2021.DOC

### For APA:

BHE and APA agreed upon a 2021 Voluntary Retirement/Separation Program ("the Program"). Massachusetts College of Art and Design will be participating in the Program. The college is providing a minimum of \$150,000 to fund this Program. The terms, deadlines and eligibility requirements are outlined in the attached agreement.

Here are some important deadlines:

- Unit members must notify MassArt in writing by **April 1, 2021** of their intent to retire or separate from the College.
- If an eligible unit member does so, they can still revoke that notification of intent in writing by **April 30, 2021** so we encourage anyone who is considering separation in accordance with this agreement to send a notification by **April 1, 2021**. Confirmation of eligibility and other details can occur before April 30 so they can change their minds.



SU ERIP APA MOA...pdfFeb 2021 .pdf



APA ERIP Feb 2021 RELEASE.DOC

AFSCME update: retirement and separation incentive programs, 3/2021

### **For AFSCME:**

BHE and AFSCME agreed to an amendment to the Memorandum of Agreement dated February 8, 2021 (below). The original March 1, 2021 deadline for AFSCME members to inform MassArt in writing of their intent to retire or separate from the college was extended so that the deadline for all unions (MSCA, APA, and AFSCME) is the same: April 1, 2021.

To notify MassArt of your intent to participate in the program, [use this form](#). You may change your mind and revoke your notification later so we encourage anyone who has not yet submitted a notification and who is considering separation to send a notification by the new deadlines outlined below:

- **AFSCME: Monday, April 1, 2021**



Afscme Signed Am...s March 2021 .PDF

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Prior AFSCME notification, 2/2021

### **For AFSCME:**

In February, BHE and AFSCME agreed upon a 2021 Voluntary Retirement/Separation Program (“the Program”). Massachusetts College of Art and Design will be participating in the Program. The college is providing a minimum of \$150,000 to fund this Program. The terms, deadlines and eligibility requirements are outlined in the attached agreement.

Here are some important deadlines:

- Unit members must inform MassArt in writing by **March 1, 2021** of their intent to retire or separate from the College.
- If an eligible unit member does so, they can still revoke that notification of intent in writing by **April 1, 2021** so we encourage anyone who is considering separation in accordance with this agreement to send a notification by **March 1, 2021**. Confirmation of eligibility and other details can occur before April 1 so they can change their minds.



SU ERIP AFSCME MOA Final.pdf



SU ERIP AFSCME ... Feb 8 2021 .doc

end of special news section

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The Massachusetts Board of Higher Education negotiates four collective bargaining agreements which affect state universities. These contracts are available on the [Massachusetts Department of Higher Education Website](#).

**AFSCME:**

American Federation of State, County and Municipal Employees, Local 1067, Council 93, AFL-CIO  
Steward, unit I: Alice Stanne [alice.stanne@massart.edu](mailto:alice.stanne@massart.edu), (617) 879-7303  
Steward, unit II: Craig Evans [cevans@massart.edu](mailto:cevans@massart.edu), (617) 879-7932

The collective bargaining agreement by and between the Board of Higher Education and the American Federation of State, County and Municipal Employees (AFSCME) covers the period from July 1, 2017 to June 30, 2020.

[AFSCME Collective Bargaining Agreement](#)

10/7/2020 MOA on extending the contract one year: 7/1/2020-6/30/2021.



Afscme CBA 2020-...earExtension.pdf

11/23/2020 MOA on extension of new vacation cap:



AFSCME executed ...over 2020 11.pdf

**APA:**

Association of Professional Administrators, MTA/NEA  
Chapter president: Susan McNeil, [smcneil@massart.edu](mailto:smcneil@massart.edu), (617) 879-7456  
Membership officer: Lucas Dean, [ldean@massart.edu](mailto:ldean@massart.edu), (617) 879-7940

The collective bargaining agreement by and between the Board of Higher Education and the Association of Professional Administrators (APA) covers the period from July 1, 2017 to June 30, 2020.

[APA Collective Bargaining Agreement](#)

July 1, 2017-June 30, 2020 agreement:



SIGNED APA AGRE...NE 30, 2020.PDF



APA agreement 7 1...ner signature.pdf

January 2021 - new Appendix K in the contract:



Appendix K - Posi...it Positions.DOCX

12/9/2020 MOA on extension of vacation cap:



APA MOA vacation...p 2020 12 09.pdf

11/17/2020 BHE-APA COVID MOA



BHE-APA COVID MoA.DOCX

11/17/2020 Remote Work Arrangement Policy (for post-COVID era)



Remote Work Arr... 2020 11 17.DOC

**MSCA:**

Massachusetts State College Association, MTA/NEA  
Chapter president: Kathryn Riel, [kriel@massart.edu](mailto:kriel@massart.edu), (617) 879-7112

MSCA Collective Bargaining Agreement: 7/1/2017-6/30/2020



MSCA 7 1 2017 to 6 30 2020.pdf



MSCA one-year extension: 7/1/2021-6/30/2020



MSCA 1yr extens...une 30 2021.PDF

MSCA attachment: COVID-19 health and safety



BHE and MSCA He... (Executed).PDF

12/11/2020 MOA on extension of vacation cap



MSCA Day MOU--v...er 11, 2020.PDF

**DGCE:**

Division of Graduate and Continuing Education, Massachusetts State College Association, MTA/NEA

The collective bargaining agreement by and between the Board of Higher Education and the DGCE /MSCA/MTA/NEA covers the period from January 1, 2018 to December 31, 2020.

[DGCE Collective Bargaining Agreement](#)