

Publicly support the fundamental right to reproductive healthcare 4:10-23 12:41 p.m.

NBI NAME

Date and Time

| | |
|-------------------|--|
| Kelly Henderson - | Newton Teachers Association |
| Vicki Gruzynski | Mass State College Assn. |
| Christine Hatch | MA SOCIETY OF PROFESSORS (UMASS AMHERST) |
| Barbara Madeloni | Retired |
| Kristen Martin | Revere Teachers Association |

Delegate Making the Motion

Association Represented or Retired

Delegate Seconding the Motion

Association Represented or Retired

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The MTA will publicly support the fundamental right to reproductive healthcare by:

- **adding a page dedicated to resources and information regarding reproductive care to the MTA's webpage**
- **sharing information with members about their rights and their students' rights via various modes of communication**
- **incorporating questions regarding support for abortion care when evaluating any candidates for endorsement**
- **endorsing only candidates who explicitly support reproductive rights, including abortion care**

SUBMITTER'S RATIONALE:

Plain and simple, reproductive rights are workers' rights, and we need our elected officials to support *all* workers' rights. Anything that affects workers is a union issue. Pregnancy affects all aspects of a person's life, from their wages, mental and physical wellbeing, ability to advance professionally, family life, and their ability to participate in the union. As a union, we are here to protect one another and advocate for fair, safe working conditions - there is nothing less fair or less safe than forcing a person to give birth.

Just as we should not support any candidate who opposes any other of our members' fundamental rights - from collective bargaining rights to racial and gender equality in the workplace - neither should our union support any candidate who cannot assert their support for the fundamental right to bodily autonomy.

Our union fights for racial, economic, environmental justice - reproductive justice is fundamentally intertwined in the intersectional struggle for true justice. Those seeking our endorsement must stand with us in this struggle.

DUES IMPACT: **None.**

SUBMITTER'S COST & STAFF TIME ESTIMATE:

None above and beyond the staff time currently allocated to the Reproductive Rights Task Force

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

0 cost; 10 hours staff time

2023 Decarbonization Task Force Reauthorization**NBI NAME****Date and Time****Michael Kozuch****April 11, 2023 at 8:16 p.m.****Delegate Making the Motion****Association Represented or Retired****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

Whereas, the 2022 MTA Annual Meeting approved a Decarbonization Task Force to move the Massachusetts Teachers Association towards decarbonization by 2030,

and whereas, the Decarbonization Task Force has submitted its report and recommendations to the membership that include hiring a consultant to provide a detailed plan with budgetary implications and a timeline,

and whereas, the Decarbonization Task Force should monitor the development and implementation of detailed timelines,

Be it resolved: The MTA, in line with the 2021 Next Generation Roadmap for Massachusetts Climate Policy, and the Paris Agreement to keep global temperature rise well below 2 degrees celsius, hereby reauthorizes the Decarbonization Task Force for another year.

SUBMITTER'S RATIONALE:

As countries around the world work to fulfill climate pledges made at the 2015 UN gathering in Paris, fossil fuel projects are abandoned, 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 areas, especially in the U.S. eastern seaboard. As an association of educators, our actions must demonstrate a regard for science-based 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 that the Commonwealth adopt measures to reduce dependence on fossil fuels and actively pursue and promote the use of alternative energy resources. As MTA urges the adoption of alternative energy resources in the Commonwealth, it must clean up its own operations.

By helping to implement MTA's goal of 2030 carbon neutrality, reauthorizing the task force will 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.

DUES IMPACT: **None**

SUBMITTER'S COST & STAFF TIME ESTIMATE: \$0 and 72 hours of staff time.

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

NEW BUSINESS ITEMS submitted by 5 p.m. on Monday, April 24, 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 (April 24) or no later than prior to the conclusion of business on Friday (April 28) at the Annual Meeting so that they may be acted upon prior to adoption of the annual budget and the dues for FY2023-2024, 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, April 29). These may be considered during the meeting in the order in which they are received.

New Business Items **with a policy implication** must be submitted by 5 p.m. on the Monday (April 24) prior to the Meeting of Delegates and shall be considered throughout the meeting at times determined by the Presiding Officer.

Submit to MTAGovernance@massteacher.org

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

Threat from the Right Booklet**4:12-23 2:45 p.m.****NBI NAME**

Joseph A. O'Sullivan

Date and Time

Retired

Delegate Making the Motion

Karen Ballway

Association Represented or Retired

Auburn Education Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

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, distributed as in the past. The updated report will be presented at the 2024 MTA Annual Meeting.

SUBMITTER'S RATIONALE:

The players and landscaping keep changing, and we need an update BEFORE the 2024 elections!

DUES IMPACT:

It was zero previously.

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

100 hours of staff time for research, writing, editing, and design

Curbing Gun Violence**4:13-23 4:08 p.m.****NBI NAME****Date and Time**

Len Paolillo

Mass State College Assn.

Delegate Making the Motion**Association Represented or Retired****Tim Sheehan****Amherst-Pelham Education Assn.****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

The MTA President shall write to his counterparts (other state affiliate presidents) urging them to make a priority in their respective states of enacting common sense gun control legislation, including but not limited to safe storage of firearms, red flag laws, universal background checks, limiting if not banning the purchase of assault rifles, etc. in addition, the MTA through a new NEA business item will urge the NEA to make a priority of asking state affiliates to do the same.

SUBMITTER'S RATIONALE:

It is imperative that we make efforts to keep our students, schools and communities safe from gun violence.

DUES IMPACT:

zero

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$200., for 2-3 hours

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

0 cost; 3 hours staff time

Disassociation from Union-Busting Vendors and Businesses

April 18, 2023

NBI NAME**Date and Time****Kyle Gekopi****Wellesley Educators Association****Delegate Making the Motion****Association Represented or Retired****Deb Gesualdo****Malden Education Association****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION**

MOVED: *By July 2025, the MTA and MTABenefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, actively engage in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the MTA will publish a list of these associations, organizations, and businesses organizations on their website and in the MTA Today. Flexibility shall be given for programs in which MTA members are enrolled for which no acceptable alternative is available.*

SUBMITTER'S RATIONALE: An injury to one is an injury to all. The largest labor union in New England must denounce and dissociate with Amazon, Bank of America, and other private industries that support or bankroll union-busting activities.

DUES IMPACT: \$0

SUBMITTER'S COST & STAFF TIME ESTIMATE: No Impact. We expect this to be referred to the MTA Benefits Committee for adjustments to incentives and practices over the course of two years.

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

0 cost; 0 hours of staff time

NBI # 6

To be filled in by MTA

Disassociation from Union-Busting Vendors and Businesses

April 18, 2023

NBI NAME

Date and Time

Kyle Gekopi

Wellesley Educators Association

Delegate Making the Motion

Association Represented or Retired

Deb Gesualdo

Malden Education Association

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing/Special Rules:

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 endorse and advance to the NEA 2023 Representative Assembly the following **New Business Item for consideration** – *By 2025, the NEA and NEA Benefits will divest and disassociate from any voluntary affiliation with associations, organizations, and businesses who, as researched and determined by the Board of Directors or subcommittee thereof, have actively engaged in practices designed to reduce, discourage, or condemn the act of joining a labor union. Furthermore, the NEA will publish a list of these associations, organizations, and businesses organizations on their website and in the NEAToday. Flexibility shall be given for programs in which NEA members are enrolled for which no acceptable alternative is available.*

SUBMITTER’S RATIONALE: An injury to one is an injury to all. The largest labor union in the country must denounce and dissociate with Amazon, Bank of America, and other private industries that support or bankroll union-busting activities.

DUES IMPACT: \$0

SUBMITTER’S COST & STAFF TIME ESTIMATE: No impact. This NBI is to endorse an NEA New Business Item.

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

0 cost; 0 hours of staff time

MTA Initiate: Legislative Priority- Management Fees on Pension Fund

April 20, 2023 at 11:22 a.m.

NBI NAME**Date and Time**

Matthew Scheffler

Framingham Teachers Association

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

Christine Mulrone

Framingham Teachers Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION**

MOTION MOVED: I move the MTA to write a letter to Massachusetts State Auditor requesting they conduct an independent audit and analysis of the impact of management fees on our pension fund value over the last 10 years in order to ensure a dignified retirement for retired teachers. NYC Public Pensions 2014 audit uncovered that alternative funds, especially private equity, cost their pension \$2.55 billion dollars. (source: [The Impact of Management Fees on Pension Fund Value](#)). According to American Teacher Federation's 2017 study, Mass PRIM our pension fund will save an additional \$1.8 billion five years after adopting 0.9 and 9, \$8 billion after 15 years, and \$30 billion after 30 years, if not for the high-fees for unverified, self-report, and potential fictitious returns of Private Equity. ([HOW MONEY MANAGERS' FEES CRUSH STATE BUDGETS AND WORKERS' RETIREMENT HOPES](#))

SUBMITTER'S RATIONALE:

The objective is to implement better cost-saving strategies and fee management that will allow saved and recovered funds to be distributed to current and future retirees in the form of cost-of-living adjustments or be reinvested. There needs to be a dual mandate of risk management and investing as well as fee management and cost-saving.

According to Pitchbook's Venture Capital Indexes, there is a tremendous public/private disconnect between asset evaluations ([VENTURE CAPITAL PitchBook Indexes](#)). This matters because our private equity managers assess their fees off of these valuations, as is widely reported and documented. In other words, they basically grade their own homework and then pay themselves based on those grades. - [The Private Equity Business is "Not All It's Cracked Up to Be"](#) In the last ten years, Mass PRIM has nearly doubled our exposure alternative funds from 10% of our total fund to 18.4% charging us \$189 dollars a year in management fees and an increase of 70% from 2021 (\$135 million dollars), 36% of our total operating budget.

According to the aforementioned 2017 study by the American Federation of Teachers, Mass PRIM, along with the eleven other public pensions in the study could have saved \$3.8 billion per year in alternatives fund fees, for a total of \$19 billion over the last five fiscal years, by renegotiating the alternatives fee structure to 0.9 and 9. They estimated that the average

Even according to Apollo's own co-president, Scott Kleinman (one of the largest PE firms in the world) there has been a ["collective delusion" of over-evaluations](#) of "illiquid" private equities holdings. By exploiting the opaque, underregulated, and deregulated private markets, alternative funds have granted themselves the capacity to invent/manufacture high-returns on paper that they will try and defend with bad-faith, self-reported ["fair-value" assessment](#).

Returns are never guaranteed, fees are. By reducing our exposure to Private Equity alone, we can be to reclaim

and better invest the \$185 million (37% of our fiscal year operating budget) and return them to our retirees. In 2012, MA PRIM [restructured our pension](#) plan so that we had to burden the cost and fallout from the Great Financial Crisis of 2008, all while those who were responsible for it got a [raise](#) and even more of our money.

I simply believe that it is time that we give our retirees a raise instead of alternative fund managers and that we, as teachers, grade the homework, not them.

Sources:

1. https://comptroller.nyc.gov/wp-content/uploads/documents/BAM_Report_Impact_of_Management_Fees.pdf
2. https://www.aft.org/sites/default/files/media/2017/bigsqueeze_may2017.pdf
3. <https://pitchbook.com/news/articles/pitchbook-private-market-indexes>
4. <https://carey.jhu.edu/articles/research/private-equity-business-not-all-its-cracked-be>
5. <https://www.bloomberg.com/news/articles/2021-11-10/apollo-s-kleinman-sees-collective-delusion-as-valuations-soar#xj4y7vzkg>
6. <https://www.opensecrets.org/news/2023/03/collapsed-silicon-valley-bank-enlisted-revolving-door-lobbyists-to-push-its-policy-agenda-in-washington/>
7. <https://www.economist.com/business/2022/07/07/private-equity-may-be-heading-for-a-fall>
8. <https://www.mass.gov/doc/msrb-smart-retirement-presentation/download>
9. <https://www.nytimes.com/2009/07/31/business/31pay.html>

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

No cost; 3 hours staff time

Require MASS PRIM to adopt and implement safeguards and policy guidelines April 20, 2023 at 11:22 a.m.

| NBI NAME | Date and Time |
|--|--|
| Matthew Scheffler Delegate Making the Motion | Framingham Teachers Association Association Represented or Retired |
| Christine Mulroneo Delegate Seconding the Motion | Framingham Teachers Association Association Represented or Retired |

According to the MTA Standing/Special Rules:

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

MOTION

MOTION MOVED: I move the MTA to write legislation that codifies Elizabeth Warren's [H.R.5648 - 117th Congress \(2021-2022\): Stop Wall Street Looting Act](#) within the State of Massachusetts. This bill would require MA PRIM to adopt and implement the safeguards and policy guidelines for all current and future investments involving alternative funds.

Statement from Elizabeth Warren, "Private equity firms were already gutting companies and killing jobs before COVID-19, now they're drooling over companies to exploit during this crisis. Private equity firms get rich off of stripping assets from companies, loading them up with a bunch of debt, and then leaving workers, consumers, and whole communities in the dust. The *Stop Wall Street Looting Act* ends these abusive practices by putting private investment fund managers on the hook for the companies they control, ending looting, empowering workers and investors, and safeguarding the markets from risky corporate debt."

SUBMITTER'S RATIONALE:

Understanding the flaws of our current political system, comprehensive and transformative legislation such as this will face an unbelievable amount of resistance and lobbying by special interest groups, such as American Investment Council. We do not need to wait for federal legislation, rather we can demand that these policy safeguards and guidelines be implemented now by our pension managers through the state legislator. It is our pension that is being risked and we need to reckon with the true cost of our investments, pertaining not only to high fees that are costing our pension billions of dollars but the high societal cost from [surprise medical billing](#), [child labor](#), [evictions](#), and [fraudulent colleges](#).

The allocation and investment of our hard-earned capital should be guided by independent and academically researched best practices as outlined in Elizabeth Warren's legislation, not [trade-group lobbyists' false promises and their marketing materials](#). I believe everyone here would agree that paying \$185 million a year for unverifiable returns that narrowly outperform benchmark public market indices over 10 years is a bad investment. It is a conflict of interest for the current 97 private equity fund managers and other financial advisors at MA PRIM, who will predictably try to protect their self-interests, I simply believe we should do the same.

P.S. There's of 180 fund managers, 97 of those advisory positions are held by Private Equity.

Sources:

1. <https://pitchbook.com/news/articles/blackstone-kkr-draw-ire-from-congress-over-surprise-medical-bills>
2. <https://www.nytimes.com/2023/02/25/us/unaccompanied-migrant-child-workers-exploitation.html>
3. <https://www.propublica.org/article/when-private-equity-becomes-your-landlord>
4. <https://www.wsj.com/articles/biden-to-cancel-all-student-debt-from-defunct-corinthian-colleges-11654123168>
5. https://www.investmentcouncil.org/wp-content/uploads/2022/07/22AIC002_2022-Report_SA-2226.pdf

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

0 cost; 60 hours of staff time

MTA Commission a Research Committee RE: Public Pension

April 20, 2023 at 11:22 a.m.

NBI NAME**Date and Time**

Matthew Scheffler

Framingham Teachers Association

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

Christine Mulrone

Framingham Teachers Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION**

MOTION MOVED: In support of the current Youth Climate Strike initiative, I move MTA to write legislation to require compliance with CFA's Asset-Manager Code of Conduct (AMCC and Global Investment Performance Standards (GIPS) with all investment advisors to achieve greater fee transparency as well as adopt an implementation plan to achieve a net-zero investment portfolio by 2040. ([New York City Pension Funds Adopt Implementation Plan to Achieve Net Zero Investment Portfolio By 2040](#)). I think it's time for our union through our pension to join this fight to protect our students and communities.

SUBMITTER'S RATIONALE:

We do not need to reinvent the wheel as there are already some well-adopted and successful models from other public pension funds to address some of these core issues.

Boston's Retirement Board: They conduct a fee-saving analysis for each board meeting. [Retirement Board meeting minutes January 19, 2022](#) MASS PRIM's board should implement the same formalize the same protocol and procedure. We need to know and demand that MASS PRIM upholds a dual mandate of risk management and investing as well as fee management and cost-savings.

NYC pension fund, California Pension Fund, & Pennsylvania Teachers Pension Fund: All three have chosen to initiate divestment strategy from alternative funds after a high-profile corruption scandal. Given the recent history of the industry and corruption with other public pension funds and the over-representation of Private-Equity Market Managers with 97 managers out of 180, compared to Public-Market Managers- with 32 total, nearly three times. ([ACFR](#), p. 62) It seems that other public pensions have decided that divestment is the best practice to safeguard their pensions from any potential conflict of interest or criminal behavior.

a. NYCERS:

- i. Corruption Scandal- [SEC Charges Former New York Pension Official and Two Brokers in Pay-to-Play Scheme & Pension Manager Accused of Accepting Hookers, Cocaine, and a \\$17,000 Watch in \\$2 Billion Scam | Vanity Fair](#);
- ii. Divestment Strategy- [Activists Have Declared War on Hedge Funds — and They Might Be Winning](#)

b. Calpers:

- iii. [Former Calpers board member charged with bribery in corruption case | Reuters](#);
- iv. Divestment Strategy: [With Pension Fund Giant Calpers Quitting Hedge Funds, Other Investors Reflect](#)

c. Pennsylvania's Teachers' Pension:

- v. [F.B.I. Asking Questions After a Pension Fund Aimed High and Fell Short - The New York](#)

[Times](#);

- vi. Divestment Strategy: [Pennsylvania Pension Fund Initiates Shift to Lower-Cost Investment Strategy | The Pew Charitable Trusts](#)

We are not alone. There are other public pension funds struggling with the same challenges, and we need to recognize that until Private Equity can offer more transparent metrics that are independently audited and better regulated by the SEC, we should demand MA PRIM reconsider their growing confidence and investment with our money. These alternative funds carry unnecessary risks. We should reclaim any cash reserves (i.e., “dry powder”), and allow our current investment to either simply mature as long as they are not doing significant harm. Our exposure to these high-risk private markets is currently at the highest level in MA PRIM’s history at 18.4%. This reflects the efforts of the American Investment Council, Blackstone, Apollo, and others with invested interests to push for a new financial portfolio standard of 40-40-20 (40 equity- 40 bonds- 20 alternatives- [Rebuilding resilience in 60/40 portfolios](#)). Given the past year and mounting evidence of the artificially inflated performance metrics and fictitious high returns, I will be advocating for MTA to strongly advocate through legislation, as many other public pensions across the nation already, for divestment from these alternative funds. Their alleged high returns are not guaranteed, but their high fees are.

DUES IMPACT:

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

0 cost; 60 hours of staff time

MTA Newsletters to raise awareness of public pensions

April 20, 2023 at 11:22 a.m.

NBI NAME**Date and Time**

Matthew Scheffler

Framingham Teachers Association

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

Christine Mulrone

Framingham Teachers Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION**

MOTION MOVED: I move that MTA use our newsletter to start raising awareness and educating our members about the concerning rise of reports about public pensions and the societal impacts of our shared-11% contributions. It is an open secret that wall street views public pensions as ["dumb money"](#). I think it's time we change that.

SUBMITTER'S RATIONALE:**Our Unrealized Capital Power**

I am not here to ask retirees or teachers to sacrifice our hard-earned pension, I'm asking us to [safeguard it](#), because right now, I can't stress this enough, 37 percent of our operating budget (\$185 million FY 2023) is being paid to bad-faith wall street actors who we have blindly entrusted them with \$30 billion to date. And, it is becoming abundantly clear that this opaque, underregulated, over-inflated financial service, private equity, has been using our money to cause considerable harm to our students, communities, fellow unionized workers, and our society at large.

We all recently enjoyed a remarkable victory in passing the Fair Share Amendment, and yet the largest portion of our pension's operating fees goes to the industry that infamously refuses to pay their fair share of taxes because they deem their "financial **services**" to be considered capital gains not income despite risking only our capital, not theirs. The shamelessness of this alone should be indicative of why a "public" pension built on the "public **services**" we provide for which we earn and pay income taxes, should reconsider allocating nearly 18.4% of our total PRIT fund and 36% of our total operating fees to private equity. It is literary an industry that avoids paying the taxes through their well-lobbied carried interest loophole that would fund the very public services we provide and have committed our lives to.

To be honest, it bothers me whenever someone would thank me for being a teacher, knowing that it was a polite acknowledgment of a sacrifice to a lifetime of being underpaid.

I used to believe that we were at a disadvantage in the power corridor, where big money meets big politics because we were being underpaid, and underfunded. Yet it seems despite all this, our principles of solidarity and care, have put us in a position where our hard-earned money is one of the largest forces and most influential sources of capital in the world. Our pension holds nearly \$98 billion dollars of assets, which is twice the size of Harvard's college endowment. Collectively, U.S. public pension owns \$5 trillion dollars of assets, no matter how you may feel about capitalism, we have earned and hold much of the capital of it.

The allocation and investment of our hard-earned capital should be guided by independent and academically researched best practices, not [trade-group lobbyists' false promises and their marketing materials](#). It is a conflict of interest for the current 97 private equity fund managers and other financial advisors at MA PRIM, who will predictably try to protect their self-interests, I simply believe we should do the same.

There are too many of our students with unstable housing, underpaid parents, and insecure access to healthy food, in our country. As teachers, I know we do the best we can to teach and prepare them for a world where we know the odds are stacked against them, and I recognize as a single teacher I did not possess the power to materially change anything beyond my classroom walls. Yet, I am beginning to think that as a teacher, we do!

Now is the time to be prepared, educated, and organized for this next chapter of finance. Wall Street likes to call us "[Dumb Money](#)", the time has come to change that. Our hard-earned money should be invested in our values, protecting and representing our interests, not Wall Street.

These are only a small sample of the recent independent reports from regulators, legislators, academics, and investigative journalists that I think our members should be made aware of through our MTA newsletter. This is where a good portion of the 11% of each paycheck goes to and what we collectively paid \$185 million dollars in fees alone last year.

From a Financial Perspective:

[August 2022: Here's More Evidence That Private Equity Managers 'Inflate' Fund Values When Raising Money | Institutional Investor](#)

[February 2022: SEC Proposes to Enhance Private Fund Investor Protection](#)

[October 2021: Senator Elizabeth Warren Stop Wall Street Looting Act.](#)

[August 2014: California's State Pension Fund-Former Calpers board member charged with bribery in corruption case | Reuters](#)

[May 2021: F.B.I. Asking Questions After a Pension Fund Aimed High and Fell Short - The New York Times](#)

[December 2021: Is Private Equity Overrated? - The New York Times](#)

[June 2020: Oxford School of Business- An Inconvenient Fact: Private Equity Returns & The Billionaire Factory](#)

[November 2021- Private Equity: Apollo Co-President Scott Kleinman Sees 'Collective Delusion' on Deal Valuations - Bloomberg](#)

[July 2022- Private equity may be heading for a fall | The Economist](#)

From an Ethical perspective:

Beyond the high risk to our returns, I think it is important to embrace the hard truth of the impact our money is having on our society, especially over the course of the last ten years, when we have blindly trusted it in the hands of MA PRIM and Private Equity. For more in-depth analysis, I would recommend [Private Equity Stakeholder Project](#), a non-profit watchdog group, and, [Hedge Clippers](#). Here are some of the headlines from the last few years with public pension money that I think our members should be made aware of.

Children

February 2023: [Alone and Exploited. Migrant Children. Work Brutal Jobs Across the U.S.](#)

Students

June 2022: [Biden Cancels \\$5.8 Billion in Student Loans for Former Corinthian College Students - WSJ](#)

Healthcare

August 2022: [Private Equity Ownership of Nursing Homes Triggers Capitol Hill](#)

September 2019: [Suprise Billing- Blackstone, KKR draw ire from Congress over surprise medical bills | PitchBook](#)

October 2020: [High air ambulance charges concentrated in private equity-owned carriers](#)

DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

0 cost; 3 hours staff time

NBI # 11

To be filled in by MTA

| | |
|---|---|
| (MTA Initiative: Legislative Priority) Gun Violence | April 20, 2023 at 11:22 a.m. |
| NBI NAME | Date and Time |
| Matthew Scheffler | Framingham Teachers Association |
| Delegate Making the Motion | Association Represented or Retired |
| Christine Mulrone | Framingham Teachers Association |
| Delegate Seconding the Motion | Association Represented or Retired |

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOTION MOVED: I move for the MTA to write legislation that would have school districts coordinate with municipal police and governments to be informed and maintain an active list of which families/students have a firearms license and access to a gun at home. ([Gun ownership in Massachusetts- Mass.gov](http://Gun%20ownership%20in%20Massachusetts-Mass.gov)), those families could be provided with educational literature from the school district about safe storage. ([Sandy Hook Promise- Safe Storage](http://Sandy%20Hook%20Promise-Safe%20Storage)).

SUBMITTER’S RATIONALE:

Given the continued and alarming rise of gun violence and mass shootings, especially in schools, and the fact that guns have become the leading cause of death in children (ages 1-18), I believe that our district response should be proactive in addition to our current reactive training through ALICE.

DUES IMPACT:

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

0 cost; 120 hours staff time

MTA submit a request to Mass PRIM

April 20, 2023 at 11:22 a.m.

NBI NAME

Date and Time

Matthew Scheffler

Framingham Teachers Association

Delegate Making the Motion

Association Represented or Retired

Christine Mulrone

Framingham Teachers Association

Delegate Seconding the Motion Retired

Association Represented or Retired

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOTION MOVED: I motion that MTA writes a letter requesting Mass PRIM to provide a full report outlining their response to the allegations of hidden fees and fictitious reporting of returns being asserted by independent regulators, legislators, academics, and journalists. Mass PRIM has indicated that they are planning on increasing our investment and exposure to these alternative funds, I believe that we are entitled to their rationale as to why in spite of all these well-documented and reported concerns.

SUBMITTEER'S RATIONALE:

The QR code below leads to a series of unanswered questions from MA PRIM associated with a specific issue identified by an independent regulator, legislator, academic, or journalist. These individuals and institutions are highly-qualified and most importantly, independent. I completely understand that this is quite a complex topic that makes people nervous at first as it is typically outside of the day-to-day concerns, but I would like to really stress that these proposals are well-established processes being actively implemented by other public pension funds across the country to address serious problems and issues that are well-documented, reported and researched. To date, Mass PRIM has not acted upon or expressed serious concern regarding them.

These issues and controversies have been receiving increasing scrutiny over the last ten years, with public pension funds across the country being pressured by their unions to be held accountable. For example, New York City and its public pension fund found themselves being shorted by \$2.5 billion dollars upon an investigation of management fees (https://comptroller.nyc.gov/wp-content/uploads/documents/BAM_Report_Impact_of_Management_Fees.pdf) resulting in them taking dramatic action to reform their exposure to alternative funds, in this case, hedge funds. (<https://nymag.com/intelligencer/2016/04/activists-declare-war-on-hedge-funds.html>)

This is a nationwide movement with a real-world impact with the most immediate being felt by our retirees, who deserve and have earned dignified retirement, which requires just and fair cost of living adjustments. They deserve and earned a [raise](#), not our [alternative-fund managers](#).



DUES IMPACT:

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

0 cost; 6 hours staff time

Divestment of Massachusetts pension funds - Reporting

April 20, 2023 at 3:42 p.m.

| NBI NAME | Date and Time |
|---|--|
| Richard Goldberg Delegate Making the Motion | Retired Association Represented or Retired |
| Kathy Greeley Delegate Seconding the Motion | Retired Association Represented or Retired |

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

Whereas: Last year the MTA Convention passed NBI #1, which called for the divestment of Massachusetts pension funds directly involved in fossil fuel extraction, and indirectly in banking, financial services, and other businesses that profit from them; and

Whereas: The MTA, as directed by NBI #1, called 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; and

Whereas: NBI #1 also requested 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

Whereas: This has not occurred;

Therefore, be it resolved: This year’s MTA Convention shall 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 with a report made to next year’s MTA convention.

SUBMITTER’S RATIONALE:

Divestment in fossil fuels is critical if climate catastrophe is to be avoided. The MTA Convention last year passed an NBI calling for this, however complete action was not taken. Therefore, it is necessary to bring this request again to the attention of the Convention and to press PRIM to divest from fossil fuel.

DUES IMPACT: None

SUBMITTER’S COST & STAFF TIME ESTIMATE:

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

0 cost and 0 staff hours

NBI # 14

To be filled in by MTA

Oppose Legislative Mandates for Early Literacy Curriculum and Instruction **4-21-23 at 3:15 p.m.**

NBI NAME

Date and Time

Sue Doherty

Needham Education Association

Delegate Making the Motion

Association Represented or Retired

Amanda Montero

Acton-Boxborough Education Assoc.

Brenda Dunn

Springfield Education Association

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing/Special Rules:

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

MOTION

MOVED:

The MTA will oppose current ([Bill S.263](#) and [Bill H.579](#)) and future legislation that mandates districts to adopt DESE-approved literacy curriculum, report literacy screening data to DESE, or implement unfunded intervention programs. Government Relations will monitor current and future bills that meet this criteria, lobby against them, and inform and engage members in lobbying efforts.

SUBMITTER'S RATIONALE:

While MTA believes that a child's success at reading is critical to overall student achievement, curriculum decisions are best made at the local level and the state should not legislate unfunded mandates.

DUES IMPACT: 0

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

NBI # 15*To be filled in by MTA***Education to Reduce Food Waste****4-24-23 3:23 p.m.****NBI NAME****Date and Time**

Shoba Reginald

Belmont Education Association

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

Denise LaPolla

Belmont Education Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION**MOVED:**

MTA advocate for food waste reduction to be included in the list of sustainable practices in the state science standards.

SUBMITTER'S RATIONALE:

Food waste reduction removes 103.1 Gigatons CO2 equivalents, while composting removes 2.9 Gigatons CO2 equivalents. Currently, the science curriculum lists composting as a sustainable practice. We need to also include food waste reduction so that students will adopt simple practices like taking smaller portions to first reduce food waste and then compost unavoidable wasted food.

DUES IMPACT: 0**SUBMITTER'S COST & STAFF TIME ESTIMATE:****MTA COST & STAFF TIME ESTIMATE (For MTA use only):**

0 cost; 0 staff time

Rent Control & Public Housing Endorsed by MTA

4/24/23 4:00pm

NBI NAME

Date and Time

Joe Herosy

Retired

Delegate Making the Motion

Association Represented or Retired

Peggy Wang

APA MASSACHUSETTS COLLEGE OF ART & DESIGN

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing/Special Rules:

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

MOTION

MOVED:

The MTA will endorse rent control and the maintenance & development of public housing, including current bills (April 2023) and future bills or ballot measures that further these goals

SUBMITTER’S RATIONALE: See next page (page 2)

**Rent Control & Public Housing Endorsed by MTA –
Submitter’s Rational for NBI 4/24/23**

The Mission Statement of the MTA states in part: *“The MTA is committed to human and civil rights and advocates for quality public education in an environment in which lifelong learning and innovation flourish.”* MTA members, their students, and their families are dealing with multiple human & civil rights crises and one of the biggest is housing. Many are [barely able to afford a place to live](#) and this has led to a [crisis of homelessness](#) and a [decline in living standards](#). As a union that claims to support racial justice, we need to be aware that [working class Black, Brown and immigrant areas of Boston are enduring eviction filing rates at double to almost quadruple the rates of eviction filings in mostly white areas during the COVID-19 pandemic](#). This racialization of housing is widely understood to occur statewide. This crisis affects all MTA members as the cost of home ownership skyrockets along with rents.

The standard line we hear from the ruling class when they address this issue is that we need more housing, with a brief qualification that it should include affordable housing. In other words, more of the same: [subsidizing market rate](#)

[developments with a small percentage of “income restricted” housing](#). This is what caused the crisis in the first place, with the vast majority of housing [developments being produced for a return on investment by the wealthy real estate investment conglomerates](#) guaranteeing that costs will rise and working people will continue to be pushed out of one neighborhood after another.

The alternative is to regulate the real estate industry with laws that prevent these financial market based forces from increasing the cost of housing and to provide housing that is not subject to the rigged market system. Therefore, the MTA will endorse rent control measures and the maintenance & development of public housing. This includes supporting the current (April 2023) bill on Beacon Hill shown below but also future bills supporting rent control and the maintenance and development of public housing.

Current Legislation on Rent Control April 2023 Supported by MTA: *An Act enabling cities and towns to stabilize rents and protect tenants* ends the statewide ban on rent control, empowering cities and towns to enact the *effective* rent stabilization and just cause eviction protections needed at the local level.

[Fact sheet on the legislation to end the ban on rent control](#).

- [House HD.3953](#) (Rep. Dave Rogers and Rep. Montaña)
- [Senate SD.1818](#) (Sen. Jehlen and Sen. Gomez)

DUES IMPACT: No anticipated impact on dues as far as can be determined at this time.

SUBMITTER’S COST & STAFF TIME ESTIMATE: No cost or staff estimate can be determined at this time. Some action by Grass Roots and Government relations would be required to support the current and future bills.

MTA COST & STAFF TIME ESTIMATE *(For MTA use only):* 0 cost; 0 staff time

NBI #17

To be filled in by MTA

| | |
|--|--|
| Statewide Minimum Wage for All MTA Members | April 24, 2023 4:25 p.m. |
| NBI NAME | Date and Time |
| Peggy Wang | Association of Professional Administrators |
| Delegate Making the Motion | Association Represented or Retired |
| Miranda Alpert | Wellesley Educators Association |
| Delegate Seconding the Motion | Association Represented or Retired |

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The MTA and all its locals will negotiate a minimum wage of at least \$40,000 per year for all educators, especially ESPs, in all current and upcoming contracts, as a step toward a living wage.

- We will join across locals and school districts to visibly stand in unity at rallies and actions.
- Before the end of the school year, we will organize joint regional “Day of Action” rallies and walkouts in support of this base wage/salary for all MTA members. We will also organize similar rallies and walkouts at the beginning of the school year and throughout the year.
- We will coordinate statewide joint actions, such as protests, walkouts, informational pickets, and strikes, acting as one union. No local membership should stand on its own when all education workers in Massachusetts deserve a living wage.

SUBMITTER’S RATIONALE:

Education workers, including ESPs, play a crucial role in our schools, yet too many are paid poverty wages. Many ESPs earn less than \$30,000/yr. Massachusetts is one of the most expensive states to live in; according to MIT’s Living Wage Calculator, a single person without children needs to make \$44,400/yr in Massachusetts to get by.

This is why we must fight for a minimum wage for all educators, especially ESPs, in all current and upcoming contracts. We propose that this amount be at least \$40,000/yr, to be funded by increased state and federal funding, including the recent Massachusetts Fair Share Amendment.

It’s time we take the MTA’s ESP Bill of Rights and put it into action. We can commit as a union to fight together for this base minimum as a step towards a living wage for all education workers and ESPs across the state.

DUES IMPACT:

\$0

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$20,000 for buses, signs, shirts, other materials; 50 hours of staff time for coordinating statewide joint actions.

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

Cost: \$20,000 (no dues increase if covered by existing State and Local Campaigns budget)

Staff estimate: 500-1000 staff hours (Day of Action with mass rallies before end of school year not feasible)

NBI #18

To be filled in by MTA

Strong Campaign for
Public Sector Right to Strike Without Restrictions April 24, 2023 at 4:25 p.m.

| NBI NAME | Date and Time |
|--------------------------------------|--|
| Peggy Wang | Association of Professional Administrators |
| Delegate Making the Motion | Association Represented or Retired |
| Miranda Alpert | Wellesley Educators Association |
| Delegate Seconding the Motion | Association Represented or Retired |

*According to the MTA Standing/Special Rules:
With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION

MOVED:

The MTA will initiate a strong campaign to win the public sector right to strike without restrictions.

- Our union will not support any legislation that includes a mandated waiting period before exercising a legal right to strike. Current legislation being considered in the Massachusetts Legislature mandates a 6 month waiting period before going on strike. If restrictions on the right to strike are codified in law, this will be used by management as a delaying tactic and a way to diffuse or suppress strike action. An example of this are the “cooling off periods” and other legal maneuvers used recently to suppress a potential strike by the railroad worker unions.
- Our union will help win the right to strike for public sector workers by uniting statewide as MTA members across locals for joint mass rallies, protests, walkouts, and strikes, including actions by the end of the school year.
- Our union will reach out to other public sector union leaders and rank-and-file members to organize joint mass rallies, protests, walkouts, and strikes.
- Our union will discontinue any endorsements of and financial support for the Democratic or Republican Parties; both parties have made clear their opposition to public sector unions having the right to strike for better conditions.
- Our union will run and support labor candidates independent from any corporate party, including members of the MTA and other labor organizations, for public office to promote union rights, including legislation for the right to strike without restrictions.

SUBMITTER’S RATIONALE:

In the past year, MTA members of 4 locals (Brookline, Malden, Haverhill, and Woburn) have bravely gone on strike for better contracts. We commend them for leading the way in defying anti-union laws to win better pay and working conditions our members crucially need.

While it is clearly possible to strike without legal protections, our unions would be able to win better

contracts if we had protections against fines, legal harassment, and attempts to criminalize strikes. We saw striking locals attacked with fines of \$30k+ per day, and in Woburn, the mayor charged the educators \$250k in “damages,” despite the town having \$68 million in free cash. These anti-union measures are legally-sanctioned methods that our employers use to intimidate our members, many of whom are afraid to walk out, even if the fines are well worth the pay increases won in new contracts.

No local should have to stand out on its own in a contract fight. This is why the MTA must advocate for the public sector right to strike without restrictions. We should do this by launching joint campaigns across our locals and by reaching out to other public sector unions to coordinate this effort through mass rallies, protests, walkouts, and strikes. We need to stop endorsing the two corporate parties who don’t serve the interests of working people, and we need to discontinue financial support for corporate politicians who pay us lip service but stand opposed to our union and undermine our efforts to improve living standards. This includes Democrats like Maura Healey, who the MTA endorsed for Governor, and who has gone on record saying she does not support lifting the ban on public sector strikes. Healey, and both the Democratic and Republican Parties in the state legislature, just supported a big tax break for the rich. The MTA should run and support labor candidates independent from any corporate party, including members of the MTA and other labor organizations, for public office to promote union rights, including legislation for the right to strike without restrictions.

DUES IMPACT:

\$1

SUBMITTER’S COST & STAFF TIME ESTIMATE:

\$20,000 for buses, signs, shirts, other materials;50 hours of staff time for coordinating statewide joint actions.

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

Cost: \$20,000 (no dues increase if covered by existing State and Local Campaigns budget)

Staff estimate: 250-500 staff hours

NBI # 19

To be filled in by MTA

Resolution of Solidarity with the
International Brotherhood of Teamsters

April 24, 2023

NBI NAME

Date and Time

Peggy Wang

Association of Professional Administrators

Delegate Making the Motion

Association Represented or Retired

Miranda Alpert

Wellesley Educators Association

Delegate Seconding the Motion

Association Represented or Retired

According to the MTA Standing/Special Rules:

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

MOTION

MOVED:

We in the MTA should stand in solidarity with the 350,000 members of the International Brotherhood of Teamsters working at UPS who are currently in contract negotiations. UPS workers have made the company record profits – \$14 billion this past year – yet many are paid low wages, only offered part-time positions, forced to do overtime, subject to extreme surveillance and harassment from management, made to drive in unsafe vehicles without air conditioning, and are having their positions contracted out.

We should condemn UPS for these anti-union policies that erode the living and working conditions of all workers. UPS Teamsters deserve better and we support them in their contract fight.

If UPS Teamsters go on strike, we will:

- Donate from our union funds to their strike fund.
- Organize our workplaces to refuse to send or receive UPS deliveries.
- Instruct our members to refuse to use UPS to send or receive personal packages.
- Educate our members about the UPS Teamsters contract fight and the need for solidarity with UPS workers.
- Mobilize our rank-and file membership to join UPS Teamsters at rallies and picket lines until UPS workers win a quality contract.
- Take a lead in supporting the UPS Teamsters in their contract battle this year and publicly state our solidarity.

SUBMITTER’S RATIONALE:

As the largest labor union in New England, the MTA plays a major role in the economy as well as in organized labor. The COVID pandemic emphasized the importance of educators as essential workers, and the same can be said of many other workers, including those in healthcare, logistics, food service, hospitality, and emergency services, etc.

Despite being the ones who make society run, we were forced to risk our lives to do so during the pandemic. Many of us worked in unsafe conditions, without proper PPE, testing, sick or hazard pay, health insurance, or living wages. Meanwhile, we brought in record profits for employers.

Our 350,000 union siblings in the International Brotherhood of Teamsters working for UPS have experienced some of the worst of these dangerous and repressive working conditions. Despite the crucial work they do, many UPS Teamsters work part-time for low wages and, like many of our own members, are forced to work multiple jobs to get by. Meanwhile, UPS raked in record profits last year.

We as union members should stand united with one another in the labor movement— a win for one is a win for all. UPS workers are the largest private sector bargaining unit in the country, and a victory at UPS can help all workers find the courage to fight back in our own workplaces and build a stronger labor movement.

DUES IMPACT:

\$0

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$10,000 toward the Teamsters strike fund

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

NBI # 20

Option for Annual Meeting Delegates to Go Green April 28, 2023 at 1:19 pm

| | |
|--------------------------------------|---|
| NBI NAME | Date and Time |
| William Karvouniaris | Wakefield |
| Delegate Making the Motion | Association Represented or Retired |
| Deb Gesualdo | Malden Education Association |
| Delegate Seconding the Motion | Association Represented or Retired |

According to the *MTA Standing/Special Rules*:

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

MOTION

MOVED: All Annual Meeting delegates will have the option to register as a green delegate for Annual Meeting and opt out of paper material mailed to them.

SUBMITTER'S RATIONALE: Materials are available online and conserving resources to correct our carbon footprint.

DUES IMPACT: \$0?

SUBMITTER'S COST & STAFF TIME ESTIMATE:

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

0 cost; 0 staff hours

NBI # 21**Support UPS Teamsters****April 28, 2023 at 3:30 pm (approx.)****NBI NAME****Date and Time****Barbara Madeloni****MSP - Retired****Delegate Making the Motion****Association Represented or Retired****Colin Green****NBEA****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED: In support of 350,000 UPS/Teamsters in there contract fight –**

- We will educate our members and the public about the issues at stake
- We will join solidarity efforts and encourage members to do the same
- We will stand with UPS workers at their rallies and if necessary on the picket line to make UPS deliver to working people.

SUBMITTER'S RATIONALE:**Whereas 350,000 UPS/Teamsters are negotiating a contract****Whereas the issues at stake for millions of workers, low wages, part-time, gig work, surveillance, two-tier pension****Whereas we have a special role as educator and unionists****DUES IMPACT:****SUBMITTER'S COST & STAFF TIME ESTIMATE:****MTA COST & STAFF TIME ESTIMATE (For MTA use only):** 0 cost, 10 staff hours (to write communications)

Fair Share of the Fair Share**April 28, 2023 at 4:41 pm****NBI NAME****Date and Time**

Andrea Egitto

NASE (Northampton Assoc. of School Employees)

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

Bill Brown

Gateway Educators Association

Delegate Seconding the Motion**Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

The MTA will advocate for equal distribution of the Fair Share funding allotted to Massachusetts public education. The revenue dedicated to education should be divided equally to all three levels of students' schooling: birth-5 year education and care, K-12 education, and higher education.

Lobby state officials to budget for this equal distribution for FY24 and every year thereafter.

This Fair Share Funding for the k-12 school districts should be additional, unrestricted, per pupil funding.

SUBMITTER'S RATIONALE:

There are many districts in the state that do not benefit from the Student Opportunity Act. There was hope across the Commonwealth that the Fair Share Amendment would provide much needed funding for these districts that have not seen an increase in Ch. 70 funding and have seen costs rise for special education, out of district placements, charter school tuition, in addition to the overall high inflation rate.

In the Governor's initial proposal, birth to 5yr. education and care were slated to receive 140 million, higher education was slated to receive 360 million, and K-12 was slated to receive 10 million which would only support early college and innovation pathways programs.

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

MTA COST & STAFF TIME ESTIMATE (For MTA use only): 0 cost, 0 staff hours

NBI # 23

Oppose An Act Relative to Parental Rights in Education**April 28, 2023 at 4:52 pm****NBI NAME****Date and Time****Aedan McCarthy****Rockport Teachers' Association****Delegate Making the Motion****Association Represented or Retired****Emma Hensler****Rockport Teachers' Association****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION**MOVED:**

The MTA will oppose current Bill H.458 and further mandates to restrict discussion of gender & sexuality in classrooms.

SUBMITTER'S RATIONALE:

Discussion about gender & sexuality are important to the development of identity and representation. Representation supports mental health of LGBTQ+ students and is important to preventing future discrimination.

DUES IMPACT: \$0**SUBMITTER'S COST & STAFF TIME ESTIMATE:****MTA COST & STAFF TIME ESTIMATE (For MTA use only):** 0 cost, 0 staff hours

Resolution of Solidarity with the International Brotherhood of Teamsters April 28, 2023 at 9:30 PM

NBI NAME**Date and Time****Peggy Wang****Association of Professional Administrators****Delegate Making the Motion****Association Represented or Retired****Miranda Alpert****Wellesley Educators Association****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.***MOTION****MOVED:**

We in the MTA should stand in solidarity with the 350,000 members of the International Brotherhood of Teamsters working at UPS who are currently in contract negotiations. UPS workers have made the company record profits – \$14 billion this past year – yet many are paid low wages, only offered part-time positions, forced to do overtime, subject to extreme surveillance and harassment from management, made to drive in unsafe vehicles without air conditioning, and are having their positions contracted out.

Leading up to and during a strike, if one is called, we will:

- Educate our members about the UPS Teamsters contract fight and the need for solidarity with UPS workers.
- Mobilize our rank-and file membership to join UPS Teamsters at rallies and picket lines until UPS workers win a strong contract including no concessions.
- Take a lead in supporting the UPS Teamsters in their contract battle this year and publicly state our solidarity.

If UPS Teamsters go on strike, we will:

- Strongly encourage our workplaces to refuse to send or receive UPS deliveries.
- Strongly encourage our members to refuse to use UPS to send or receive personal packages

SUBMITTER'S RATIONALE: As the largest labor union in New England, the MTA plays a major role in the economy as well as in organized labor. The COVID pandemic emphasized the importance of educators as essential workers, and the same can be said of many other workers, including those in healthcare, logistics, food service, hospitality, and emergency services, etc.

Despite being the ones who make society run, we were forced to risk our lives to do so during the pandemic. Many of us worked in unsafe conditions, without proper PPE, testing, sick or hazard pay, health insurance, or living wages. Meanwhile, we brought in record profits for employers.

Our 350,000 union siblings in the International Brotherhood of Teamsters working for UPS have experienced some of the worst of these dangerous and repressive working conditions. Despite the crucial work they do, many UPS Teamsters work part-time for low wages and, like many of our own

members, are forced to work multiple jobs to get by. Meanwhile, UPS raked in record profits last year.

We as union members should stand united with one another in the labor movement— a win for one is a win for all. UPS workers are the largest private sector bargaining unit in the country, and a victory at UPS can help all workers find the courage to fight back in our own workplaces and build a stronger labor movement.

DUES IMPACT: \$0

SUBMITTER'S COST & STAFF TIME ESTIMATE: \$0 and 0 hours.

MTA COST & STAFF TIME ESTIMATE *(For MTA use only): 0 cost, 0 staff hours*

*For Electronic Use***NBI #27**

| | | |
|---------------------|-------------|-------------|
| 2 | 4/28/2023 | 10:50 PM |
| Microphone # | Date | Time |

| | |
|-----------------------------------|--------------------------------|
| <i>Bobby Travers</i> | <i>Cambridge</i> |
| Delegate Making the Motion | Association Represented |

| | |
|---|--------------------------------|
| <i>Saul Ramos & Kirsten Frazier</i> | <i>Worcester</i> |
| Delegate Seconding the Motion | Association Represented |

*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

Move that-

MTA will undertake necessary processes to modify all governing and public documents, including but not limited to, bylaws, policies, collective bargaining agreements and procedures to be gender neutral.

In addition, MTA will encourage all locals to undertake processes to modify all governing and public documents, including but not limited to, bylaws, policies, collective bargaining agreements and procedures to be gender neutral.

Rationale:

Gender neutrality is a matter of respect. We represent a diverse membership with identities across the gender spectrum. Respect of gender differences is critical to the health and well-being of our gender diverse membership.

Dues Impact:

Submitter's Cost & Staff Time Estimate:

MTA Cost & Staff Time Estimate (For MTA use only): 0 cost; 120 staff hours

SUBMIT motion forms to Podium Assistant.

Wellness Contract Language**April 29, 2023 at 8:45 am****NBI NAME****Date and Time****Laura Demakis****Chicopee Education Association****Delegate Making the Motion****Association Represented or Retired****Michele Foley****Chicopee Education Association****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION**MOVED:**

The MTA will develop and share sample contractual language to ensure the mental, emotional, and physical well being of its members.

SUBMITTER'S RATIONALE:

Member retention and recruitment is at an all time low in large part due to lack of understanding and support by School Committees and the state as to the severity of members mental and physical safety being at risk.

DUES IMPACT: \$0**SUBMITTER'S COST & STAFF TIME ESTIMATE: \$0 and 80 staff hours.****MTA COST & STAFF TIME ESTIMATE (For MTA use only): 0 cost; 30 staff hours**

Educator & Student Safety**April 29, 2023 at 8:45 am****NBI NAME****Date and Time****Laura Demakis****Chicopee Education Association****Delegate Making the Motion****Association Represented or Retired****Michele Foley****Chicopee Education Association****Delegate Seconding the Motion****Association Represented or Retired**

According to the *MTA Standing/Special Rules*:

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

MOTION

MOVED: The MTA will create a legislative agenda item that addresses the mental, emotional, and physical safety of its members and their students.

SUBMITTER'S RATIONALE:

The mental, emotional, and physical safety of members has not been legislatively addressed. In fact, the only legislation on student discipline has only made education more unsafe.

DUES IMPACT:**SUBMITTER'S COST & STAFF TIME ESTIMATE:****MTA COST & STAFF TIME ESTIMATE (For MTA use only): 0 cost; 0 staff hours**

Improving School/College/University Ventilation Systems**April 29, 2023 at 9:15 am****NBI NAME****Date and Time****Tom Estabrook****Grant and Contract Employees, UMASS Lowell****Delegate Making the Motion****Association Represented or Retired****Matt Bach****Andover Education Association****Delegate Seconding the Motion****Association Represented or Retired***According to the MTA Standing/Special Rules:**With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

MOTION**MOVED:**

That MTA urge school committees and boards of trustees to improve school mechanical ventilation systems to assure that school spaces' air quality is sufficient to diminish the risk of airborne infections from any source (viral, bacterial, and molds), and bring them in line with best practices and current scientific recommendations. As of 2023, this would require a system that provides for at least 5 air changes per hour (5 ACH) based on outside clean air. Well-tempered outdoor supply air should be designed-in for every school space. Temperature and relative humidity extremes should be avoided – by design – in new schools while conforming with at least 5 ACH ventilation rates as a design criterion.

SUBMITTER'S RATIONALE:

Air quality and HVAC systems in many schools, colleges, and university buildings are below standards to ensure to healthy learning and working conditions.

DUES IMPACT: 0/none**SUBMITTER'S COST & STAFF TIME ESTIMATE: 0/none.****MTA COST & STAFF TIME ESTIMATE (For MTA use only): 0 cost; 0 staff hours**