



181ST

ANNUAL MEETING OF DELEGATES

MAY 8-9

Hynes Convention Center - Boston, MA

NBI 07

2026 FORM FOR NEW BUSINESS ITEMS

NBI Name			Date and Time
Rank and File on Personnel Selection Teams			3/10/2026 11:41
Delegate Making the Motion Kerri Scott	Cell 978-609-5196	Email kerristar13@gmail.com	Association Represented or Retired Melrose Educators Union
Delegate Seconding the Motion Jane Chapin	Cell 508-441-8466	Email janemchapin@gmail.com	Association Represented or Retired Revere Teachers Association

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:

Amend Composition of the Personnel Selection Team in Policy Item 175.45 to: The Personnel Selection Team (PST) for each job opening shall include the President, Vice President, Executive Director-Treasurer, and at least four others who are MTA members. At least one of the other members should be a current member of the Executive Committee, and at least one should be an ethnic minority member. The Director of Human Relations and appropriate staff Managers may be present at the discretion of the President.

SUBMITTER'S RATIONALE:

We talk about a rank and file union, but do not allow rank and file members to be a part of the selection process of new staff members. Many rank and file members have as much, or more, interaction with staff as board members do, and can provide insightful and meaningful input into the hiring process. This invites members to participate at a different level of the MTA and see themselves as part of the larger union. If members volunteer and are trained in the same way that board members are trained, as spelled out in the policies, there is no reason to exclude them from the process.

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$0

DUES IMPACT (For MTA use only):

\$0

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

\$0 , 0 hours