

Thanks are in order to faculty and librarians for their help with a couple of events. Last week's Voluntary Teach-In was a big success with over three hundred and forty letters and three hundred emails sent to our elected officials via Community Action Network (CAN) processing. Students were also asked to send messages on their own, and these have not been tabulated. Also, there were a large number of hits to the CAN webpage during the two day Teach-In. All indicators point to further cuts in an effort to balance the State Budget, and I suspect Higher Education will be on the cut list. It is important to let our elected officials know the importance of public higher education to the Commonwealth and the number of people that are affected by these cuts.

Many thanks to unit members who supported ASCME and APA at the statewide "Community Lunch Hour" held on all 28 higher education campuses on Wednesday, September 25th. At Salem, over two hundred people held signs, waved at cars, and enjoyed the passing trucks with horns blasting in support of contract funding for these higher education units. Michael Ruane (D-Salem) and Anthony Verga (D-Gloucester) attended the rally and pledged their support in securing funding for all bargained contracts.

As you know, there is an election for governor this November and a number of members have asked about any restrictions on state employees regarding campaigning: *M.G.L. Chapter 55, Section 13 prohibits paid state, county, city or town employees, other than elected officials, from directly or indirectly soliciting or receiving any contributions or anything of value for any political purpose. "Political purpose" includes fundraising activity on behalf of any candidate or political committee, including parties, PACs, people's committees (an offshoot of PACs) and ballot question committees on any level – local, state or federal. This prohibition applies to public employees at any time – during working and non-working hours.*

The MSCA/Salem Chapter office has copies of latest legal regulations for public employees involved in political campaigns. If you would like to review the regulations please stop into SB-205B.

Included in this newsletter is a breakdown of the salary increases as of September 1st and 29th. There will be a calculator posted to the statewide homepage for members who would like to check their pay using this method. The address is: [www.mscaunion.org](http://www.mscaunion.org).

Salem State's '03 operating budget is also attached to this newsletter.

**Committee on Promotions - Betty Dole, Chair  
Elections Committee**

The following four (4) members have been elected to serve two-year terms (2002-2004) on the Committee on Promotions:

**Mark Fregeau** (BIO)

**Paul Green** (SOC)

**Phil Kelly** (SFL)

**Kathleen Skrabut** (NUR)

**Tom Hallahan** (THE) has been elected for one year to finish the term 2001-2003.

### **Nominations Open for the following Committees**

- **Search Committee – Director, School of Social Work** - Four (4) faculty members are needed -three (3) from School of Social Work, one (1) from either the Business School or School of Arts & Sciences.
- **Presidential Advisory Committee to review the Core Curriculum**

The charge of this committee is to review the current core curriculum and make recommendations regarding appropriate changes, if any. These findings will be submitted to the All College Committee who will subsequently submit the report to the appropriate governance committee.

Eight (8) unit members are needed to serve on this committee - three (3) from School of Arts and Sciences, two (2) from the Schools of Human Services, two (2) from the School of Business, and one (1) from the library.

If you are interested in serving on either committee, please submit your name to the Chapter Office, SB-205B or call extension 6920 by **noon Tuesday, October 15th**.

### **Pay Raises**

*Terminal degrees* - any full-time unit member who received a terminal degree during the period beginning September 1, 2001 and ending on August 31, 2002 is eligible for an increase of \$2,310. This is assuming the value of the terminal degree has not already been credited on Appendix O in any previous salary equity review.

*Promotion* - Those unit members who were promoted on September 1, 2002 will have their annual salary increased by the greater of the amount equal to five percent (5%) or the amount as follows:

Professor/Senior Librarian: \$3,810  
Associate Professor/Librarian: \$3,418  
Assistant Professor/Associate Librarian: \$3,081  
Assistant Librarian: \$2,241

Unit members who received a terminal degree adjustment or a promotion increase or both shall be tested against the Minimum Salary Formula on that date.

The terminal degree and promotion adjustments were reflected in unit members' pay on September 13, 2002, one week at the old rate and one week at the new rate. The September 27, 2002 paycheck would reflect the full adjustment(s) as described above.

*Base Rate Increase* - With effect on September 29, 2002, the annual salary of every full-time member of the bargaining unit shall be increased by 2.5% on base. Those who received a satisfactory special performance evaluation by May 31, 2002, will receive an additional .75%, for a compounded raise of 3.27%.

Only unit members employed last year will receive the total 3.27%. New employees are only eligible for the 2.5% raise.

Also on September 29th, the annual salary of every eligible full-time unit member will be tested against the Minimum Salary Formula. Those members who fall below the minimum annual salary rate will be adjusted to the minimum annual salary rate.

The September 29th pay raises will be included in your October 11th paycheck - again, one week at the old rate and one week at the new rate. The October 25th paycheck will reflect the full raise.

*“Merit” Bonus Off-Base - with effect on September 29, 2002 there shall be established at each College a pool of moneys for granting of “merit” bonuses to full-time unit members. The pool will be one and seventy-five one hundredths percent (1.75%) of the total payroll as of September 29, 2002. The amount of each “merit” bonus shall not exceed Two Thousand Five Hundred Dollars (\$2,500); and all of the moneys contained in the pool of moneys shall be expended. The contract calls for this bonus to be paid effective September 29, 2002.*

*When working with this provision, it became obvious that it can not be paid on that date. The pool has not been established yet as the raises effective September 1, 2002 must be included in the “merit” pool. This money will be distributed as soon as possible.*

### **Health Insurance and Part-Time Faculty**

The Group Insurance Commission has not issued a decision on the eligibility of part-time unit members to receive health insurance. This Friday there is a Board of Directors meeting in Worcester and the Chair of the Massachusetts Board of Higher Education, Stephen Tocco, is scheduled to attend. This item has been added to the agenda.

### **Board of Higher Education (BHE) Task Force on Academic Advising**

The BHE has formed a task force to identify effective advising practices, identify obstacles to implementing these practices, recommend ways to overcome these obstacles, develop mechanisms to disseminate information system-wide, and explore funding sources for improvements to advising. Statewide MSCA President Patricia Markunas will represent the MSCA on this task force.