

President's Message - Paul F. McGee

September 01, 2002

Welcome back. I hope that you and your family have enjoyed a wonderful, hot summer. To new faculty and librarians, I would like to welcome you to our membership. The Salem Chapter Officers are:

President - Paul McGee (ACC/FIN)
Vice President - Amy Everitt (SFL)
Secretary and MSCA Director - Nancy
George (LIB)
Treasurer - Michele Sweeney (SFL)
Grievance Officer - Maggie Vaughan (PSY)

All officers can be reached at extension 6366. Maggie Vaughan can also be reached at her home office: phone (207) 846-6017, fax (207) 846-6170, or e-mail: mvaughan@nlis.net

The Chapter Secretary is Mary Buckley and her direct line is extension 6920. If the MSCA/Salem Chapter can be of assistance, please do not hesitate to give us a call.

Bargaining continued during the summer, with no success, on Distance Education and Intellectual Property Rights issues. Our current Day contract expires June 30, 2003 and the DGCE contract expires August 31, 2003. The bargaining teams will go back to the table January/February 2003.

To help prepare for Day negotiations, we have requested that the Council of Presidents undertake a faculty/librarian salary study similar to the one done at Bridgewater State College over the past two years. The MSCA Data Base Committee is preparing a similar report. During the coming semester we will be asking members to send us their priorities for the upcoming contract negotiations.

This summer Acting Governor Jane Swift vetoed many higher education contracts (APA, MSP/FSU, MSP/Lowell, the USA contract and AFSCME).

If you are communicating with House members please remind them that all higher education signed contracts deserve to be funded. If you are communicating with Senators, thank them for funding all the contracts.

It is important that labor stand together in opposition to the Governor reneging on negotiated collective bargaining agreements. As best we can tell, this is the first time in the Commonwealth's history that the state has broken its word to its employees by refusing to fund contracts negotiated and ratified in good faith.

On June 15, 2002, a total of eighty-three (83) MSCA members retired under the Early Retirement Incentive Program. Congratulations to the twenty-four (24) Salem State unit members who took advantage of this program. The retirement dinner, moved to the Danversport Yacht Club because of the large number of retirees, was one of the best events sponsored by Salem State, very festive and a reminder to all how talented the employees of Salem State are.

Also during the summer, construction began at Central Campus. This site will house the School of Business, a new Center for the Creative and Performing Arts, and an Interdisciplinary Environmental Laboratory. September 2003 is the projected date of occupancy but as we Massachusetts residents know, construction delays are common in this fine Commonwealth.

Moving forward, a major issue facing our members is the tremendous need to repeal the Social Security Offset/Windfall Pension Elimination. If you worked for a federal, state, or local government where you did not pay Social Security taxes, the pension you received from that agency may reduce any Social Security benefits for which you and/or your spouse are qualified.

Our parent organization, National Education Association (NEA) has been working hard to repeal the law that unfairly cuts retirement benefits public employees have earned. The message is simple: respect public service.

We will also have to be vigilant of the current 85/15 ratio for health insurance. This past summer there was talk of increasing each member's contribution to health and dental coverage. On July 1st, higher co-pays for health services took effect. An increase in our contribution ratio would have been yet another pay reduction.

Committee on Promotions

Nominations are being solicited for the four (4) vacancies on the Committee on Promotions, which will carry a two-year term. These appointments will **not** be made by the Executive Committee but will be elected, if necessary, at the end of September, by vote of the general membership.

- Nominees must be tenured and hold the rank of Associate Professor, Professor, Associate Librarian, Librarian, or Senior Librarian.
- Nominees may not be chairs or candidates for promotion during their term.

Current members include Robert Wang (MAT), Andrea Zeron (PSY), and Rick Branscomb (ENG).

Nominations should be submitted in writing to the Chapter Office, SB-205B, or by phone to extension 6366 **by noon, Friday, September 20th.**

Nominations Open for Search Committees

- **Academic Vice President** - Six (6) unit members are needed to serve on the Search Committee for Academic Vice President.
- **Dean, School of Business** - Five (5) unit members - four (4) from business, one (1) from outside business are needed for the Search Committee for Dean, School of Business.
- **Dean, Library** - Five (5) unit members - four (4) from library, one (1) from outside the library are needed for the Search Committee for Dean, Library.

If you are interested in serving on the above search committees, please submit your name to the Chapter Office, SB-205B, or call extension 6920 **by noon, Monday, September 9th.**

150th Year Anniversary Committee

Salem State College was founded as Salem Normal School in 1854. The College is making plans to celebrate 150 years of growth leading to a four-year fully accredited college educating over 8,400 students.

Seven (7) unit members - two (2) from each school and one (1) from the library are needed to serve on this committee.

If you are interested in serving on this committee, please submit your name to the Chapter Office, SB-205B, or call extension 6920 **by noon, Monday, September 9th.**

Community Action Network Committee (CAN)

This committee, staffed mostly by students, worked very hard last year advocating for fair funding of public higher education. This semester they have asked the faculty to support a voluntary teach-in on **Wednesday, September 25th and Thursday, September 26th.**

Faculty are asked to spend some time in their classes to discuss and educate students on the reality of the budget cuts and how they will be affected. Last semester the MSCA/Salem Executive Committee voted to support the students. Fact sheets will be provided to faculty members to help facilitate a discussion.

According to the *Budget Monitor* of August 9th, (published by TEAM Education Fund), one of the first areas of spending to suffer cuts as the fiscal crisis developed was higher education. Cuts include:

- Overall FY03 spending on higher education was cut by \$15.1 million. Since FY01 higher education programs have been cut by \$65 million.
- Funding for scholarships for Massachusetts students have been cut by \$8.5 million since FY01. A scholarship program to help provide a college education for children under the care of the Department of Social Services was eliminated.
-
- Spending on reference materials and technology at state college and university libraries has been cut by \$12.8 million, a **91.4% drop**, since FY01.
- The above mentioned bargained salary increases were eliminated.

During this teach-in, information about voter registration, how to contact state representatives, and how students can get involved will be available. One great source of current information is the CAN webpage at www.salemstate.edu/can/

Day Unit Members - Contract Reminders

- **Minimum Salary Review**
With effect on September 29, 2002, the annual salary of every eligible full-time member of the bargaining unit who is then employed shall be tested against the Minimum Salary Formula on that date. In the past, about twenty-five percent (25%) of Salem's membership have been eligible to receive a minimum adjustment.
- **Base Rate Salary Increases: September 29, 2002**
With effect on September 29, 2002 the annual salary of every full-time member who is then employed shall be increased by two and one-half percent (2.5%), and a seventy-five one-hundredths percent (0.75%) step equivalent for successful performance, both on base. The compounded increase will be three and twenty-seven one-hundredths percent (3.27%).
- **“Merit” Bonus, Off-base** With effect on September 27, 2002, there shall be established a pool of moneys for the granting of merit bonuses to full-time members of the bargaining unit. 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.
- **Promotions**
With effect on September 1, 2002 promotion increases will be added to salary. The increases will be the greater of the amount equal to five percent (5%) of your salary or the following, whichever is greater:

- to professor/senior librarian - \$3,810,
- to associate professor or librarian - \$3,418
- to assistant professor or associate librarian - \$3,181
- to assistant librarian - \$2,312

At the Employee Relations Committee meeting of June 21, 2002 the parties reaffirmed that unit members must complete all of the years in rank (as required in Article XX) as part of the review period in order to be eligible for promotion to the next rank. The evaluation year cannot count as one of the years in rank, unless a waiver promotion is sought.

- **Terminal Degree**

Full-time unit members who have earned a Terminal Degree should notify Academic Affairs so that an adjustment can be made to their salary.

The current contract provides an increase of \$2,225 for those members who have secured a terminal degree commencing on September 1, 2000 and ending on August 31, 2001, \$2,310 for year-ending August 31, 2002 and \$2,385 for year-ending August 31, 2003.

- **Professional Development**

For the academic year 2002-2003, one and one-half percent (1.5%) of the state faculty/librarian payroll shall be available for professional development. Two-thirds of this money, identified as the Fund for Continuing Scholarship, will be distributed based on Article XIV. The one-third (1/3) of such pool of moneys shall be identified as the Supplementary Fund for Continuing Scholarship.

No member of the bargaining unit shall be allocated, in the aggregate, more than Two Thousand Dollars (\$2,000) from the Fund for Continuing Scholarship and the Supplementary Fund for Continuing Scholarship during the period ending June 30, 2003.

- **Personal Leave**

One day per semester. One unused day can be carried over to the second semester in the calendar year.

Part-Time Unit Members

With effect on June 30, 2002 part-time unit members will receive a five (5%) percent increase. For each three (3)-credit course the rate of pay is \$3,552.00.

DGCE Unit Members - Contract Reminders

- **New Rank**

Contained in the current DGCE contract is an additional rank, Visiting Senior Instructor. This rank was negotiated to allow long serving members the opportunity to be appointed to a rank that will be paid at one-third (1/3) of the way from Visiting Instructor to Visiting Assistant.

Members must request, in writing, to be appointed as Visiting Senior Instructor. The request should go to the Dean of Continuing Education (undergraduate faculty) or the Dean of the Graduate School (graduate faculty). The written request should include a current resume, and justification for appointment as a Visiting Senior Instructor. You should also send a copy to your department chair and the MSCA Salem/Chapter President.

- **Salary**

With effect January 1, 2003 salary adjustments are required to implement the following rank minimums:

- Visiting Instructor - \$928 per credit hour of instruction
- Visiting Senior Instructor - \$944 per credit hour of instruction
- Visiting Assistant Professor - \$977 per credit hour of instruction
- Visiting Associate Professor - \$1,026 per credit hour of instruction
- Visiting Professor - \$1,074 per credit hour of instruction

Contracts Available

Contracts for the Day and DGCE units are

available in the Chapter Office for all unit members.

Members may pick up copies of these agreements during the regular chapter office hours or by leaving a message at extension 6920. To keep down postage cost, please leave a campus address if possible.

MSCA/Salem Chapter Meeting

There will be a Chapter Meeting on Monday, September 9th, at 11:00 a.m. in the MLK Room, Ellison Center. A light lunch will be served. The lunch and Chapter Meeting are open to all unit members.

The agenda will include summer activities on campus, provisions of our contract for this year and the voluntary teach-in. Arlene Isaacs, MTA state lobbyist will speak about legislative issues.

Salem Chapter/MSCA Executive Committee Meeting

There will be an Executive Committee meeting on Monday, September 9th, at 12:30 p.m. in the Presidential Dining Room, Ellison Center. This meeting is open to all unit members.

Did You Know?...

..... that anonymous student complaints, made orally or in writing, cannot be used by the administration of the College. The administration may **orally** inform you of such a complaint, but the complaint cannot be used as a part of an evaluation involving personnel decisions nor can any documentation of the complaint be placed in your personnel file.

The Board of Higher Education and the MSCA/MTA signed a memorandum of agreement detailing this policy on December 3rd, 1996 and reaffirmed the agreement in the *Policy on Handling Anonymous Complaints*, signed July 10th, 2002. Copies of both the agreement and the policy are available in the MSCA Chapter Office.

MSCA/Salem Chapter Office

The Chapter Office will be open on Monday, Tuesday, Thursday, and Friday from 8:15 a.m. to 1:15 p.m. Our address is MSCA/Salem Chapter, Sullivan Building, Room 205B.

Please do not contact us through department phone numbers or mailboxes. If you are not sure whether the question is union related, call us anyway.

You pay a lot of money for dues and unless you contact us quickly and at the appropriate place we cannot help you. The Salem Chapter extension is 6366.

Delegate Assembly

Fifty-eight (58) members from around the state attended this year's Delegate Assembly held on Saturday, April 27th at Worcester State College. I would like to thank the following Salem members who attended as delegates:

Joseph Aiyeku (MKT)
David Berry (SFL)
Frank Bridges (LIB)
Elizabeth Coughlan (POL)
Steven Dion (SFL)
Amy Everitt (SFL)
Lynne Hanrahan (CSC)
Patricia Johnston (ART)
Doug Larson (ACC/FIN)
Edward LeClair (CRJ)
Tracy Lewis-Elligan (SOC)
Pat Markunas (PSY)
Paul Marsella (HIS)
Paul McGee (ACC/FIN)

John McHale (ENG)
Stuart McMahon (SFL)
John Otieno (SOC)
Susan Sturgeon (LIB)

E-Mail

In order to receive information via e-mail from the MSCA/Salem Chapter, all new faculty members need to initiate their e-mail address.

To do so, please follow these directions:

1. On the Web, enter
www.salemstate.edu/infotech
2. Click information for faculty and staff
 - Create new E-Mail Accounts and/or Change Password
 - Create a new SSC e-mail account
3. Enter all pertinent information in the *Staff SalemNet E-mail Activation Form*

***Note:** You must scroll down to the bottom of this page and “Check Box” to acknowledge that the information you have entered is correct.

****This is an important step otherwise the initialization process will not be completed.***

Any questions regarding this process should be directed to the Information Technology Help Desk at extension 2036.