

As previous memos have described, bargaining for a one-year extension of our current contract was unsuccessful. Bargaining sessions are being scheduled for the fall to negotiate a three-year contract. There is a provision in the 2001-2003 contract that requires the college to provide professional development monies this academic year (2003-2004). The per capita amount is \$580. There is also money left over from last year (2002-2003) that will also be distributed on a per capita basis this academic year. It is expected that this amount will be \$128 per member. No member of the bargaining unit will be accorded, in the aggregate, more than \$2,000 of professional development monies from the 2002-2003 professional development pool. Academic Affairs anticipates a single application for both pools of money and will be distributing this information shortly.

We have received unacceptable proposals from the employer, seen our health insurance contributions increased, our colleagues in APA and AFSCME not given their bargained pay raises, class sizes increased, and no money allocated for libraries. In this environment, Governor Romney has seen fit to OK raises for 2,700 state managers. This fiscal year the Governor granted a 2 percent across-the-board pay raise to managers on top of a 2.7 percent cost-of-living increase. Those managers must pay more for groceries than we and our colleagues pay!

At the September 5th MSCA board meeting, the directors unanimously adopted a resolution to support the funding of the higher education contracts for APA, AFSCME, UMass, and the Community Colleges as a priority issue for the legislature. These negotiated, ratified contracts have not been funded for over two years. The current estimate to fund these contracts, retroactive to FY 2002, is \$125 million. It was recently reported that the Commonwealth of Massachusetts has a \$726 million surplus. How can the legislatures allow a surplus to grow when un-funded contracts exist? It's unconscionable!

At the Salem State Board of Trustees meeting on April 23, 2003, the trustees approved the following increases in student fees: \$500 per semester for the day school, \$20 per credit for the Division of Continuing Education undergraduate courses, and \$30 per credit hour for the Graduate School courses. All increases became effective this semester. At the Board of Trustees September 24th meeting, the trustees approved the FY2004 operating budget; a copy is attached to this newsletter.

One more meeting report: the Board of Higher Education (BHE) met on September 16, 2003 and approved the Enhanced Performance Accountability System and instructed the Chancellor to initiate the immediate implementation of the system. The General Appropriations Act of 1997 mandated a performance accountability system for state and community colleges "in order to promote accountability for effective management and stewardship of public funds and to achieve and demonstrate measurable educational outcomes." Beginning in 2005, the BHE will annually evaluate campus performance and identify those institutions found to be under-performing. Standards include: accessibility/affordability, student access and success, cost-effective use of resources, meeting regional economic and workforce development needs, and many more. A copy of the standards is available on the web at www.mass.edu. A copy is also filed in the union office, SB-205B. A couple of other web pages members might like to

browse are: mscaunion.org, the statewide MSCA web page, and mscaunion.org/~Salem, the Salem Chapter web page.

Finally, student enrollment in both the day and evening programs is going up. Final numbers are not available but the college received 1,256 deposits from entering freshmen compared to 1,079 at the same time in 2002, an increase of 180 students. The admission office has also seen an increase in the grade point average and test scores of those applicants who have been accepted.

Committee Appointments

The following members were recommended by the Salem Chapter Executive Committee to serve on the committees indicated.

Academic Policies: Area C - Steve Matchak (GEO), Area D - Patricia Connolly (SWK)

Library/Media Development: Area D - Cletus Ann Cervoni (EDU)

Foreign Language Waiver: Elizabeth Maciejewicz (THE) and Allan Shwedel (EDU)

Parking Task Force: Cletus Ann Cervoni (EDU), Lisa Dupuis (SFL), Christine MacTaylor (CHE), Keith Ratner (GEO), and Everett Rudolph (EDU)

Core Curriculum Review: Beth Haran (OM/MIS), to replace Doug Larson, Acting Dean School of Business.

Contracts Available

Day and evening contracts are available in the Union Office, Room SB-205B during normal business hours: Monday, Tuesday, Thursday, and Friday from 8:15 a.m. to 1:15 p.m.

Appointments – Committee on Promotions

The Chapter Office received three nominations for the three vacancies on the Committee on Promotions. I will request the Chapter Secretary, Nancy George, to cast a single vote for Robert Wang (CHE), Thomas Billings (EDU), and Susan Sturgeon (LIB).

Many thanks to all those willing to serve on this important committee.

Curriculum Committee Vacancy

One contract committee vacancy still exists on the Curriculum Committee. Nominations are open for the following eligible departments:
CHE, GLS, NUR and OCT.

If you are interested in serving on this committee, please call the MSCA/Salem Chapter Office at extension 6920.

Nominations must arrive no later than **noon, Friday, October 10, 2003.**

Salem Chapter/MSCA Executive Committee Meetings

Executive Committee meetings have been scheduled for the following dates:

Tuesday, October 21st at 2:00 p.m.
Thursday, November 13th at 2:00 p.m.
Monday, December 8th at 1:00 p.m.

Executive Committee meetings are open to all members.

E-Mail

New unit members please call Mary Buckley, Chapter Secretary at extension 6920 and let her know your Salem State e-mail address. At various times the Chapter sends information to its members via the e-mail system.

Did You Know...

Did you know... that in addition to the ten days of sick leave you accumulate each academic year, faculty also receive one personal day (7.5 hours) for the spring semester and one for the fall semester? If the personal time in the spring semester is not used, the hours credited for the spring semester will be carried forward to the ensuing fall semester. However, if this time is not used by the end of the calendar year, it is forfeited. Personal leave was first added to the contract in 2001.

This time was established to allow unit members the opportunity to, for example, schedule doctor and dentist appointments during the school day. You may use this time in half-days or full days, but not hourly. You do not need permission to take a personal day but it is important that your department chair or secretary know you will be absent.

If you would like to learn more about personal leaves, or other types of leaves (paid and unpaid), review *Article IV -- Supplemental Benefits and Holidays* in the 2001-2003 collective bargaining agreement (pages 32-47), or stop by the MSCA/Salem Chapter Office, 205B Sullivan Building.

Maggie Vaughan
Grievance Officer

