

With the February 10, 2006, pay advice all the retroactive money due to full-time unit members should have been paid. These adjustments were complex and many employees at Salem worked hard on this project. I would like to thank from Academic Affairs: Amie Marks Goodwin, Kris Cowles. From Human Resources: Kevin Dougwillo, Paula Griffin. From Financial Services/Payroll Department: Mary Ann Gachignard and Robin Hincman. These individuals worked long, extra hours to meet the quick turnaround time from funding to paycheck.

Under our current contract, July 1, 2004, to June 30, 2007, there is one more across the board salary adjustment. Effective July 1, 2006, the annual salary of every member is eligible to be granted a merit increase as follows:

- Professor/Senior Librarian: \$700
- Associate Professor/Librarian: \$600
- Assistant Professor/Associate Librarian: \$500
- Instructor/Assistant Librarian/Library Associate/Library Assistant: \$400

After the above, a three percent (3%) base rate increase is calculated. Then follows a minimum salary review on September 30, 2006, for those members who fall below the minimum calculation. Then, back to the table to bargain a successor agreement!

After these pay raises are implemented we will still be underpaid when compared to our peers. As a provision of the current contract a joint labor-management committee for the study of salaries has been formed. This study is also looking at the matters of salary compression and salary inversion. The committee is to make a report to the Council of Presidents and the Association no later than May 31, 2006. We will keep you informed.

Speaking of salaries and bargaining, the DGCE bargaining team has met and is developing a proposal to present to the statewide MSCA Board of Directors. For the first time the team conducted an on-line survey and received 299 responses. This is

higher than any previous year and I thank those members at Salem who took the time to provide their input into the development of our proposal. I would like to also thank Nancy Schultz for her willingness to serve on this very important statewide committee.

Over the past year it has become clear that candidates for personnel action (reappointment, tenure, promotion, and post-tenure review) must prepare a strong, clear, succinct portfolio for a successful decision. Seek advice from a mentor or chair when preparing your package. The MSCA and Academic Affairs office also present workshops to help members prepare a portfolio as prescribed by the contract. First year tenure-track hires have been invited to a workshop on March 23rd to help explain the reappointment and tenure process. If you cannot make this workshop, please attend the opening day workshop in September. I believe these workshops help with personnel actions and encourage all who are able to attend. The Salem Chapter/MSCA is also available to help any members that would like to discuss their portfolio. Call extension 6366 for assistance.

The composition of the Committee on Tenure has changed in the current contract. An election will be held on or before September 30, 2006, to elect four tenured members of the bargaining unit from the college-wide community. Eligible members must hold the rank of assistant professor/assistant librarians or above. A fifth member will be elected from the tenured members of the candidate's department, or in the case of a librarian, elected by the tenured librarians. The department chair will serve as a consultant to the committee on tenure. Again, a good portfolio is important – it is your opportunity to tell your story.

Finally, every other year we have an election for chapter officers, executive committee members, and MSCA director, as well as members of contract committees and ad hoc committees. There is a call in this newsletter for all those positions.

I have decided not to be a candidate for chapter president. I am completing my sixth year and feel it is time to step down. I would like to quote my good friend Maggie Vaughan when she left as Editor of the Sextant: "It's been grand." I can't say it any better. I have enjoyed the job and am thankful to the people who convinced me to run for office. By far the best part of the job was meeting the members at Salem who I would never have met if I were not chapter president. Many thanks to all those who have helped me in the job.

**Certification of Candidates  
MSCA Statewide 2006 Election**

The Board of Directors received notice from Deb Foss, Nominations and Elections Supervisor, that the following candidates have been certified for the upcoming **statewide** election

| <u>Name</u>          | <u>Office Sought</u> |
|----------------------|----------------------|
| Patricia V. Markunas | President            |
| Frank S. Minasian    | Vice President       |
| C.J. O'Donnell       | Vice President       |
| Glenn Pavlicek       | Treasurer            |
| Nancy George         | Secretary            |

During the week of March 13<sup>th</sup> the ballots will be mailed to all eligible union members at their home address by the American Arbitration Association (the Supervising Agency) using the double envelope system. The deadline to return the ballots will be three weeks from the date the ballots are mailed.

**2006 -2008 MSCA/Salem Chapter Election Nominations Open**

In accordance with the MSCA/Salem Chapter's Constitution and Bylaws, nominations are now open for all Salem Chapter Officers, all members of the local Executive Committee and the Salem MSCA Director.

These positions have a two-year term beginning May 1, 2006.

Nominations are also open to attend the following:

**2006 MSCA Delegate Assembly**

Saturday, April 29, 2006  
Bridgewater State College  
Estimated 25 delegates needed.

**2006 MTA Annual Meeting**

Friday, May 5th and Saturday May 6th  
Hynes Convention Center, Boston, MA  
Estimated 9 delegates needed.

Travel expenses will be paid to support attendance at these two meetings. These positions have a one-year term from the date of the meeting.

All Salem Chapter members in good standing (full-time, part-time, and DGCE) may nominate themselves for the offices listed. All members in good standing will be eligible to vote in the election.

• ***Nominations Deadline*** •

For Executive Committee, Chapter Officers, and Delegates  
Monday, March 20th at 10:00 a.m.  
Salem Chapter Office, HB-121

by way of the attached form or email to:  
mbuckley@salemstate.edu.

**Special MSCA/Salem Chapter Meeting for  
Nominations for the General Election**

Monday, March 20, 2006  
Slater Hall, Room 444 in Meier Hall  
11:00 a.m.– 1:00 p.m.

The election will be held in April: time and places will be announced. Absentee balloting will be available.

**MSCA/Salem Chapter Executive Committee  
Meetings**

There will be an Executive Committee meeting on Tuesday, February 27<sup>th</sup> at 11:30 a.m., Presidential Room, Ellison Center.

The agenda will include staffing committee vacancies, grievance report, treasurer's report, and a proposed dues increase. President Harrington will be a guest.

Executive Committee meetings are also scheduled for the following dates:

- Thursday, March 23rd  
1:00 p.m., Harrington Bldg., #104  
South Campus
- Monday, May 1st  
1:00 p.m., Essex Country Room, Ellison Center  
North Campus

## **Contracts Available**

Day and evening contracts are available in the union office, HB-121 during normal business hours: Monday, Tuesday, Thursday, and Friday from 8:15 a.m. to 1:15 p.m.

## **DID YOU KNOW....**

...that the post-tenure reviews currently being conducted by the academic vice president (AVP) can be challenged?

While the 2004-2007 collective bargaining agreement does not allow you to grieve the "merit pay" decision, you are allowed to dispute it. Once you have received official notification of the AVP's decision, you have 10 calendar days to respond in writing to the assessment and another 10 days to meet with the AVP.

Furthermore, the collective bargaining agreement states that the AVP must provide "clear and convincing reasons" for her decision.

If you should disagree with the AVP's assessment of your work, or believe that the reasons provided for the decision are not clear or convincing, please give me a call. You are allowed to have MSCA representation at your meeting with the AVP, who then has 5 days to communicate to you her final decision. The AVP has the authority to increase your "merit pay" rating; she cannot reduce it.

If you remain dissatisfied with the AVP's final assessment, you then have 5 days to appeal, in writing, to the president.

Margaret Vaughan  
Grievance Officer  
MSCA Salem Chapter  
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