

# Today is Campus Equity Week National Day of Action! #EqualPay4EqualWork

**Today the MSCA has been without a new contract for 123 Days.  
We need your help to secure a fair contract for faculty and librarians.**

## What is the MSCA?

- The Massachusetts State College Association (MSCA) is the Labor Union that represents over 4000 librarians and faculty at the nine Massachusetts State Universities – **including graduate, continuing education and day part-time faculty, commonly referred to as “adjunct faculty” – and for whom the Campus Equity Week National Day of Action was designed to help.**
- The “employer of record” for MSCA members is the Board of Higher Education (BHE).

## Why is the MSCA here today?

- The MSCA is here to remind the BHE that we have been without a contract for 123 days.
- The MSCA is here to demand a fair contract, bargained in good faith, for all MSCA members, but particularly for adjunct faculty.

## Why does the MSCA believe the BHE contract offer is unfair?

- The BHE is offering pay increases less than the projected increases in cost of living.
- Adjunct faculty – who already earn significantly less on a prorated basis than full-time faculty – **will gain no ground** on a more equitable salary under the BHE’s offer.
- The BHE seeks to evaluate faculty based on students’ grade distributions.
- The BHE has proposed reducing its reward to exemplary faculty and librarian performance.

## The MSCA believes the BHE has failed to bargain in good faith.

The MSCA has filed two charges against the BHE for violating state statute that governs collective bargaining in Massachusetts: the BHE’s failure to send a team to the table with the authority bargain on salary, and engaging in “regressive bargaining” by placing a detrimental proposal regarding librarian vacation and sick leave **after** the BHE team had indicated that all proposals were on the table.

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## What can you do?

**Contact the BHE and State Universities Presidents; tell them that “MSCA members deserve a fair contract!”**

<b>BHE</b>	<b>617-994-6901</b>	<b>MCLA</b>	<b>413-662-5201</b>
<b>Bridgewater SU</b>	<b>508-531-2484</b>	<b>Mass Maritime</b>	<b>508-830-5001</b>
<b>Fitchburg SU</b>	<b>978-665-3101</b>	<b>Salem SU</b>	<b>978-542-6134</b>
<b>Framingham SU</b>	<b>508-626-4575</b>	<b>Westfield SU</b>	<b>413-572-5201</b>
<b>MassArt</b>	<b>617-879-7100</b>	<b>Worcester SU</b>	<b>508-929-8020</b>