

As the email updates from MTA have informed you, the Massachusetts House and Senate have approved legislation that will fund the bargained pay raises for higher education units and moved it to the governor's desk. This legislation affects the APA and AFSCME employees at Salem State. Watch for postcards from MTA asking you to email or call Governor Romney and urge him to sign the higher education contract funding bill. This is a matter of fairness; these contracts were bargained and ratified over two years ago. The vetoing of funding for the negotiated contracts was unprecedented in Massachusetts. I would like to thank all members who communicated with their representatives; your voices were heard.

Both the day and evening MSCA contracts expired this past summer and bargaining has not gone well. At the DGCE table the employer has offered an economic package of 0.5%, 1.0%, 1.0% pay increase for the next three years and also would like to change language regarding appointment and termination. Our team considers these proposals unacceptable. Both sides have agreed to petition the Board of Conciliation and Arbitration to assign a mediator to our negotiations.

At the day table the employer has not offered an acceptable economic package and would like language changes, which again are unacceptable to the team. Recently the MSCA conducted a faculty salary study that indicates our faculty salaries are below the average salaries of our peer institutions, institutions selected by the Board of Higher Education. The survey does not include librarians, but I can assure you their pay is equally deficient. The next bargaining session is scheduled for December 12th.

The union office has a list of all salaries at Salem State. Members can read the list during normal business hours, Monday, Tuesday, Thursday, and Friday from 8:15 a.m. to 1:15 p.m., room SB-205B. MSCA day and evening contracts are also available in the Chapter Office. If you do visit the Chapter Office, please verify your address, phone number, and email as we are updating our database.

See you at the holiday party - Monday, December 8th at 11:30 a.m.

Important Notice for Retiring Members

Final paychecks and deductions are complex for our members retiring at the end of the semester. They are detailed in a letter of specific questions and answers asked by our consultant and responded to by the Board of Higher Education. For a copy, stop by the Chapter Office or check the MSCA/Salem

webpage at *mscaunion.org*. Any questions concerning pay should be addressed to the Human Resources office at Salem State.

Appointments

The MSCA/Salem Chapter Executive Committee voted to recommend Jeramie Silveira (OCT) to serve on the Curriculum Committee.

Professional Development Money

The deadline (December 31, 2003) is approaching for submission of requests for professional development money. If you have not submitted your request, please do so soon, keeping in mind that the college will be closed over the holidays. Therefore, requests may be hand-delivered until December 19th or postmarked by December 31st.

The holiday season is quickly approaching and the Chapter is currently planning its annual holiday party. Please join your colleagues on the last Monday of classes to celebrate the season.

Holiday Party

On behalf of the Executive Committee, I wish you and your families a happy holiday season. I hope to see as many of you as possible at the Chapter's Holiday Party on:

Monday December 8th
11:30 a. m. – 1:00 p.m.
MLK Room, Ellison Center

MSCA/Salem Chapter Executive Committee Meeting

There will be an Executive Committee meeting on Monday, December 8th, at 1:00 p.m., Heritage Room, Ellison Center. The agenda includes a visit from President Harrington, appointment to committee(s), grievance report, and treasurer's report. The meeting is open to all members.

Search Committee - Director, Grants

Two faculty members are needed to serve on the search committee for the Director of Grants. 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, December 8th***.

Did You Know...

that as an Instructor teaching in DGCE, you may be eligible for a rank adjustment? As of January 2001 a new rank, Senior Instructor, was added to the DGCE collective bargaining agreement.

If you are currently working as an Instructor in DGCE, but have taught college courses for two or more years and have three or more years of relevant professional experience, you are entitled to a promotion to Senior Instructor and a salary adjustment.

To apply for Senior Instructor, send a letter to the dean of continuing education (if you teach undergraduate courses) or the dean of the graduate school (if you teach graduate courses), and include a justification for the promotion, as well as a current resume. A copy of this letter should also be sent to your department chair and the MSCA /Salem Chapter President.

Stop by the local MSCA Chapter Office for further information or give us a call at extension 6366.

Maggie Vaughan
Grievance Officer