

On January 28th Governor Romney released the administration's FY05 budget (House 1). This budget, the first step in developing a state budget for next year, reflects a 4.6% increase in overall spending for state colleges; for Salem State the increase is 5.2%. Considering that the long-overdue pay raises for our colleagues in APA and AFSCME are included in this budget, the Governor has basically level funded the state colleges. Not much to cheer about, but it is better than last year's budget that reduced funding to state colleges by 15%.

Other parts of concern in the Governor's proposal are the outside sections. House 1, for the second year in a row, calls for major changes in our collective bargaining rights. The Governor's budget proposes to diminish significantly the number of public employees eligible for collective bargaining protections. The proposal broadens the definition of managerial employees. Under this language it could be interpreted that department chairs, members of education policy committees (standing governance committees), and possibly those who serve on peer-evaluation committees could be considered management employees and denied all protections under the collective bargaining law.

A second area of concern in the outside sections regards retirement pension. In most cases, the pension system proposal keeps intact the calculation of benefits based on the highest three years' salary. But the Governor is proposing a "cap" on how much a person can receive as a pension. The effect of this proposal is that a public employee's potential benefit would be calculated in two different ways and the state would select the lowest amount. Based on certain career circumstances, the plan could lead to reduced benefits for some members. This 'cap' could never be used to help us.

Similar language proposed last year by the Governor was defeated. The MTA believes that the proposal for changing the collective bargaining laws is 'dead on arrival'. However, the proposal for changing the pension system is complex and will require review by the MTA legal services and actuaries. My opinion is that any change will not be to our advantage. I'll keep you informed.

There is no good news from bargaining - either day or DGCE. For the day contract I have attached a copy of a salary survey that the MSCA prepared that again shows us trailing our peers in all categories except instructors (3% of our membership). We seem to be one rank away from where our salaries should be; our professors make what associates make; our associates make what assistants make when compared to peer institutions as defined by the Massachusetts Board of Higher Education. On Friday the 13th both sides meet for the 17th time with no progress. We requested a mediator be assigned to see if we can break the deadlock on a one-year extension of our contract. The employer's proposal - an economic package of zero raises and unacceptable language changes - has been met with a strong 'No Way' from our team. Our contract expired June 30, 2003: over 230 days ago and counting.

The DGCE contract is not much better. The current offer on the table from the employer calls for a 1% pay raise for each of the next three years, plus language take-backs that we find very objectionable. Mediation has been scheduled for February 25th, March 1st, and March 8th.

This Friday, February 20th, the MSCA Board of Directors will meet with the Council of Presidents to discuss Collective Bargaining issues such as the lack of progress with the DGCE contract and a joint effort to move the state administration above the zero percent economic package. Also on the agenda is the FY05 budget process, formula funding, and concerns with the Board of Higher Education actions.

We will keep you informed as bargaining and the budget move forward.

As some of you may have noticed your take-home pay increased slightly starting with the first paycheck in 2004. This was due to the payroll system adjusting your state withholding tax. At some point in the year, the state withholding will increase to what it was last year and your take home pay will decrease. This has happened every year since we have been on the HR/CMS system.

During the semester break the union office moved to the Harrington Building, Room 099. The office is next to the mailroom on the first floor. There is a possibility we will move again to a different location in the Harrington Building as some remodeling work will be done to the building. Our phone, fax numbers and email address remain the same. The main number is extension 6366, Chapter Secretary, extension 6920, fax extension 6337 and email address - msca@salemstate.edu. Stop by if you're in the neighborhood.

Faculty Spotlight

Professor Patricia Johnston (ART) and Professor Gayle Fisher (HIS) have been awarded a grant of \$289,658 from the National Endowment for the Humanities for a Landmarks in American History program. The goal of this project is to encourage and strengthen the teaching, study and understanding of American history and culture. They will be hosting 200 middle and high school teachers who will study early 19th century New England history and material culture. Congrats to both colleagues!

Also, congratulations to the Criminal Justice faculty who received word that the Massachusetts Board of Higher Education will include our criminal justice program in those eligible for reimbursement under the Quinn Bill.

Professional Development Money

Some clarification: during the academic year 2002-2003 there were two separate pools of professional development money. The first round was identified as the Fund for Continuing Scholarship, which was 1% of total salary. This money was distributed on a per capita basis based on Article XIV. The second pool identified as the Supplemental Fund for Continuing Scholarship (.5% of total salary) was distributed based on approval of the Academic Vice President, who decided to distribute this second pool on a per capita basis also. Money that was not spent was rolled into a third round for group projects.

This year's professional development money contained only one pool, and is governed by Article XIV of the contract. The first round was a per capita distribution and any money that was not expended will be distributed based on recommendations from the Committee on Professional Development and Retraining. Proposals that benefit groups of faculty will be given priority.

Please submit your proposal to Kris Cowles in the Office of Academic Affairs, Meier Hall 214 no later than 5:00 p.m. **Monday March 8th**. For the specifics of how to request this money, please refer to memorandum from the Academic Vice President, dated February 2, 2004.

Certification of Candidates MSCA Statewide 2004 Election

The Board of Directors received notice from Sandra Faiman-Silva, 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
Gail A. Price	Treasurer
Marcia K. Anderson	Secretary
Nancy George	Secretary

During the week of March 15th the ballots will be mailed to all eligible union members to 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.

2004 -2006 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, 2004.

Nominations are also open to attend the following:

2004 MSCA Delegate Assembly

Saturday, May 1st
Salem State College
Estimated 25 delegates needed.

2004 MTA Annual Meeting

Friday, May 21st and Saturday May 22nd
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.

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

• Nominations Deadline •
Monday, March 22nd at 10:00 a.m.
Salem Chapter Office, HB-099
by way of the attached form or email to:
mary.buckley@salemstate.edu.

Special Meeting for Nominations for the General Election

Per the Salem Chapter Constitution and Bylaws:

“In years when there is a general election, a special meeting of all members shall be held on or about March 15th for the purpose of receiving from the nomination Committee a list of candidates for all positions open for election.

Positions shall include but not be limited to Officers of the Chapter, Representatives to the Executive Committee, members of the MSCA Board of Directors, and Representatives to the MSCA Delegate Assembly.

Any Chapter member may nominate any other Chapter member or him/herself at this meeting. The Chapter members present shall then approve the names of the nominees for the general election ballot. The quorum rule shall not apply during the special nominations meeting”

This year's meeting will be held on **Monday, March 22nd** at 11:00 a.m. in the Veterans Hall, Ellison Campus Center.

Search Committee – Dean School of Business.

The following members were recommended to the President to serve on the Search Committee, Dean School of Business: Elizabeth Haran (OM/MIS), Joseph Aiyeku (MKT), Lillian Little (MGT), and Paul McGee (ACC/FIN). Many thanks to the above members for their willingness to serve on this search committee.

Contracts Available

Day and evening contracts are available in the union office, HB-099 during normal business hours: Monday, Tuesday, Thursday, and Friday from 8:15 a.m. to 1:15 p.m.

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.

MSCA/Salem Chapter Executive Committee Meetings

There will be an Executive Committee meeting on Tuesday, February 24th at 2:00 p.m., Salem Room, Alumni House, South Campus.

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

Executive Committee meetings are also scheduled for the following dates:

- Wednesday, March 24th
2:00 p.m., Central Campus, Room 131
- Thursday, April 22nd
2:00 p.m., Essex Country Room, Ellison Center
- Wednesday May 5th
approximately 1:00 p.m. Veteran's Hall (first meeting of the 2004 - 2006 Executive Committee).

MSCA/Salem Chapter Elections Nomination Form

Name: _____
(Please print)

Dept.: _____

Check all seats for which you wish to be nominated

➤ **Chapter Officers:**

President	<input type="checkbox"/>	Treasurer	<input type="checkbox"/>
Vice President	<input type="checkbox"/>	Secretary	<input type="checkbox"/>

➤ **MSCA Director:**

➤ **Executive Committee:** consists of Chapter Officers, MSCA Director and (14) seats
- (2) seats from each Academic Area and (6) seats At-Large

Academic Area A

(2) seats

BIO	MAT
CHE	BUR
CSC	OCT
GLS	

Academic Area B

(2) seats

ART	LIB
ENG	MUS
FL	PHL
IDS	THE

Academic Area C

(2) seats

ECO	PSY
GEO	SOC
HIS	SFL
POL	

Academic Area D

(2) seats

ACC/FIN	MGT
COM	MKT
CRJ	OM/MIS
EDU	SWK

At-Large
(6) seats

➤ **MSCA Delegate Assembly** (25 estimated seats)
Saturday, May 1st – Salem State College

➤ **MTA Annual Meeting** (9 estimated seats)
Friday, May 21st and Saturday May 22nd
Hynes Convention Center, Boston, MA

Nominations Deadline: Monday, March 22nd at 10:00 a.m.

Please return completed form to: MSCA/Salem Chapter Office, HB-099

MSCA/Salem Chapter Meeting

(Nominations will be taken from the floor)

Monday, March 22, 2004, 11:00 a.m. – 12:30 p.m.

Veteran's Hall, Ellison Center

