

MSCA Bargaining Proposals
 2021-2024 Successor Negotiations
 May 12, 2021

SALARY ADJUSTMENTS		
XIII.C.1.2.3	Salary Adjustments – Full-Time	Effective July 1 of each year of the contract, all full-time bargaining unit members shall receive a 4.5% pay increase.
XIII.D.1,2,3; XIII.E.1,2,3,4; XIII-A	Terminal Degrees; Promotions; Minimum Salary Formula	4.5% increases applied to Promotion, Minimum Salary Formula, Terminal Degree amount each year
XIII.H.3.a	Salary Adjustments – PT Faculty	Effective July 1 of each year of the contract, all bargaining unit members shall receive a 4.5% pay increase
XIII.H.3.b	Music Instructors	Effective July 1 of each year of the contract, all music instructors shall receive a 4.5% pay increase Eliminate specification to Westfield State only
XIII.H	New - PT Faculty Terminal Degree	The per-credit stipend for part-time faculty who possess a terminal degree (as defined in definition 56) shall be at least 10% more than the minimum per-credit rate then in effect
XIII.H	New - PT Seniority Salary Adjustment	The per-credit stipend for “Senior Part-time Faculty” shall be at least 10% more than the minimum per-credit rate then in effect, including any premium for possessing a terminal degree.
IV.I	Health & Welfare Trust	Increase the Commonwealth’s contribution to: \$19.50/week, \$21.50/week, \$23.50/week (effective July 2021, 2022, 2023)
	Health Care Costs	Effective July 1, 2021, all full-time bargaining unit members shall receive an additional increase of \$1,000 to their base pay to compensate for increased cost of benefits. Effective July 1, 2021, all part-time unit members shall receive an additional \$50/ per credit salary increase to compensate for increased cost of health care.
	Incurred COVID Costs	Unit members who were employed on September 1, 2020 shall receive a one-time, non-base payment of \$1,000 (prorated by FTE for part-time unit members) to compensate for the increase in employee expenses due to COVID.