



Annual Delegate Assembly

NEW BUSINESS ITEM FORM_2023

NBI# - 3

To be filled in by MSCA

Resolution for Automatic Cost of Living Adjustments for Our Salaries

5/3/2023, 4:16pm

NBI NAME

DATE/TIME

Michael Stassen

Fitchburg State University

—

DELEGATE MAKING MOTION

UNIVERSITY AFFILIATION

Mara Dodge

Westfield State University

DELEGATE SECONDING MOTION

UNIVERSITY AFFILIATION

According to MSCA Standing/Special Rules: With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED: (See Below)

SUBMITTER'S RATIONALE: (See Below)

EXPECTED DUES IMPACT: None

SUBMITTER'S COST & WORKLOAD ESTIMATE: None

WHEREAS the MSCA/BHE contract's Evergreen principle means that all language without an explicit end date continues in force after the contract ends and until a new contract is ratified. Pay raises are the only part of our contract with dates, creating an incentive for management to stall in negotiations, and pressuring us to agree to less in order to finally get any raise at all.

WHEREAS legislator pay is set in the Massachusetts Constitution, as amended in Article CXVIII — approved by the legislature in 1996 and 1998, and ratified by the voters in 1998. It states, "... base compensation shall be increased or decreased at the same rate as increases or decreases in the median household income for the commonwealth for the preceding two year period, as ascertained by the governor."

WHEREAS in 2017, the legislature passed, and the governor approved, "An Act Further Regulating the Compensation of Certain Public Officials." The act set the method of determining the adjustments to the constitutional pay for legislators, the stipends for leadership, and salaries of the 6 constitutional officers (Governor, Lt. Governor, Secretary of State, Treasurer, Auditor, and Attorney General) to "adjusted biennially to reflect the aggregate quarterly change in salaries and wages in the commonwealth for the most recent 8 quarters as determined by the Bureau of Economic Analysis in the United States Department of Commerce."

WHEREAS legislators and constitutional officers have all just received a 20.1% increase in pay.

WHEREAS Any raise that is less than inflation is actually a pay cut.

THEREFORE:

The Bargaining Committee will explore the possible mechanisms for making automatic, inflation-based raises without expiration dates part of the contractual language.

The Legislative Action Committee will advocate for legislation to make inflation-based raises for state employees automatic.

NEW BUSINESS ITEMS must be submitted to the Presiding Officer prior to the commencement of the meeting. Those submitted by 5:00 pm on Wednesday, May 3 will be distributed to the delegates prior to the meeting. New Business Items **with** budgetary implications will be acted upon prior to the adoption of the annual budget and the dues. A new business item with budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$500 by the MSCA. New Business Items will be considered in the order in which they are received.

Submit to: president@mzcaunion.org

If you have any questions, please contact Joanna Gonsalves, Vice President of the MSCA at vicepresident@mzcaunion.org