

Summary of the Tentative Agreement for a Successor to the 2007-2008 MSCA/BHE Agreement

On the afternoon of April 7th the MSCA and the Board of Higher Education reached a tentative agreement for a successor collective bargaining agreement; major changes are listed below. If you have questions about the settlement please contact your chapter president, Bargaining Committee representative or the MSCA President's Office.

The MSCA Board of Directors will consider the Bargaining Committee's recommendation to ratify this agreement at its April 24th meeting at Worcester State College.

Compensation:

Full-time salaries and part-time stipends will increase by:

1.5% on July 1, 2009

3.5% on July 1, 2010

3.5% on July 1, 2011

Pools of money equal to 0.5% of the unit payroll will be available on July 1, 2009 and July 1, 2010; a smaller pool will be available on July 1, 2011. These pools will be used for base salary increases to begin to address full-time salary inversion and compression. An explanation of how these pools will be distributed is attached as Appendix 1.

Post-tenure Review:

PTR will restart during the 2011-2012 academic year. The new PTR will be modeled after Alternative One in the 2004-2007 agreement; Alternative Two is eliminated. We note:

- PTR will be *voluntary*, not *mandatory*.
- Members are eligible to be reviewed six years year after their tenure date or during the seventh year after their last PTR (see Appendix 2) and remain eligible until reviewed.
- The colleges will still be obligated to make minimum expenditures.
- Ratings will still afford a 0%, 3% or 6% salary increase.
- Members receiving a 0% *or* 3% increase may request a PD program and be reevaluated.

Sabbatical Leaves:

Upon repeal of a state law that requires seven years for state college faculty before being eligible for a sabbatical leave, members will be eligible for sabbatical leave after six years.

Workload equivalencies:

The workload equivalencies for modes of instruction other than lecture, recitation or seminar may be improved on a campus-by-campus basis. Such improved workload equivalencies must be maintained for the duration of the agreement.

Department Chair Stipend:

The current per-semester Chair stipend is \$1,650. The stipend will increase as follows:

- **July 1, 2008: \$1,660** (retroactive)
- **July 1, 2009: \$1,685**
- **July 1, 2010: \$1,745**
- **July 1, 2011: \$1,810**

Clinical Nursing Instructors :

The language in the 2004-2007 agreement referring to part-time clinical nursing instructors at Fitchburg State College will apply to any state college with a clinical component to their nursing program. These members will be given prospective “just cause” dismissal protection after the equivalent of seven years of full-time employment.

Other Leaves:

Bereavement leave for the death of a spouse, child or stepchild will increase from four days to seven days.

Extend FMLA-qualifying leave.

Include a reference to the Small Necessities Leave Act.

Other Benefits

Student fees for full-time unit members, their spouses and children taking courses at a State College will be frozen at the September 1, 2008 level for the duration of this agreement.

Increase in the Health and Welfare contributions by the employer by \$0.50 on January 1, 2011 and by an additional \$0.50 on January 1, 2012.

The mileage rate will be the IRS rate. Increase in the meals allowance to: \$7.50 for breakfast, \$12.50 for lunch and \$20.00 for dinner.

Governance:

Article VII on governance will no longer have the referendum language.

Advising :

Advising loads in excess of 30 students may be counted as college service for evaluation purposes.

Evaluations :

Chair conducts no more than two classroom observations of any full-time faculty member undergoing evaluation, unless more are requested by the candidate, required by the chair, or directed by the VPAA. (First-year faculty have classroom observations conducted in every section of every type of course.)

Certain Promotions :

Instructors and Assistant Librarians receiving a terminal degree (or the contractual equivalent) will be promoted to Assistant Professor or Associate Librarian, as the case may be, on the September 1st next following receipt of the degree. This does not need to be specified in the appointment letter nor does it require application and evaluation.

Maritime :

Absences from Sea Terms must be made up. Members participating in Blue-Gold will be allowed to opt out of Blue-Gold. Stipend for Sea Term participation during non-Blue-Gold years will be increased from the DGCE credit-rate to the day part-time credit-rate.