**Management Association Committee for Employee Relations (MACER) Meeting Notes – 18 July 2019**

Present for Union: Linda Giampa, Tom Greene, Steve Russell, Louise Michaud

Present for Employer: Bill Heineman, Mike McCarthy

The meeting started shortly after 2:00PM on Thursday 18 July 2019

1. Mass Hire – Linda Giampa met with Mass Hire people, who are MCCC members, who spoke of not being informed about the details of the recent move from Essex St. in Lawrence to Amesbury St. There were many problems with the Essex St. building that could only me remediated if the employees were moved out. Facility and IT people did their best to get the people moved and Mike McCarthy has been working to make this move as painless as possible.
2. Dimitry Building – Professional staff are gradually returning to the Dimitry Building and Mike asked that members point out problems that need to be fixed and facility staff will get them done. Linda pointed out that it is important that entry ways be clearly marked during the transition. Mike reported that his staff has been focusing on the student areas, classrooms. Louise mentioned that many improvements have been made to the building and staff are happy to be back there.
3. Food Service – Mike reported that Coco Ray will be in the Dimitry Building and is planning it to be a fun place with attractive options. Options are still being explored for the Haverhill campus.
4. Turnover/Vacancies Financial Aid and Advising – Linda pointed out that vacancies in these areas occur so rapidly that they are never fully staffed. She attributed it to low morale in these areas. Staff need to be respected and involved with the rest of the college. Requiring some staff to work on Friday July 5th (the day after the holiday) seems like an unnecessary drain on morale. Mike McCarthy agreed that perhaps supervisors could be open to more constructive criticism. It was emphasized that good morale is a great benefit especially when a crisis occurs and everyone’s help is needed.
5. E-7s – These were due on July 31. Linda will remind members that these should be up-to-date. Mike agreed.
6. Pay Raises – Mike McCarthy indicated that the Governor needs to submit a supplemental budget for the raises agreed to in the contract to be actually paid. This is not expected before September.
7. Parking – Mike indicated that there is a possibility of more spaces in Lawrence.

Next Meeting: Thursday 15 August, 2:00 PM

Respectfully Submitted

Steve Russell, NECCPA Secretary