**MACER April 26, 2023 Meeting Notes**

**Management Association Committee for Employee Relations**



**Representing Management:** Paul Beaudin, Lane Glenn, Mike McCarthy

**Representing NECCPA**: Linda Giampa, Louise Michaud, Tom Greene, Steve Russell

**Meeting held in President’s Conference Room.**

NECCPA President Linda Giampa began the meeting at about 3:00 PM, Wednesday April 26, 2023.

1. **Academic Calendar 2023-2024** – Linda Giampa asked what changes would be effective for the 2023-24 year. Paul Beaudin responded that there would be no changes for the fall semester. However spring semester 2024 will begin about one week later, that is on Monday January 22. It will finish so that May 11 will be the last day of the final exam period. The decrease in the actual number of days will be compensated by adding a few minutes to class periods. It is important to have the later starting date, he said, because there are only 2 full weeks between New Years’ Day and Martin Luther King Day. That shortens the registration period for spring semester by too much, to only 9 work days. The new calendar allows for Spring Convocation to be held on Thursday January 18. Winter Intersession will start Tuesday January 2 and end on Friday January 19. There will be no overlap of Winter Intersession into the regular spring semester.
2. **Which Contract is in Effect?** Paul asked which contract is currently in effect, particularly for the payment of hourly rates to faculty. Tom Greene responded that it was his belief that the new contract’s rates should be paid to those faculty who work during the summer ($45 for faculty, $50 for program coordinators/chairs). This is despite the fact that the new negotiated salaries will not be in effect until the Legislature approves a supplemental budget for those increases. Tom will be asking for clarification on that from MCCC. It was noted that these new rates would be paid out of college monies and are not part of the supplemental budget appropriation. So far, that budget request has not been submitted to the Legislature by the Board of Higher Education. The reasons for that delay are not clear, but all agreed, are creating an untenable morale problem.
3. **Faculty Office Hours** – Discussion ensued about whether a faculty member who is not teaching in person on a particular day can be required by their dean to hold an in-person office hour on that day. A grievance is pending on that issue. The new contract makes no such requirement. The discussion led to the question if the new contract is not making the requirement, is the grievance unnecessary? Tom will look into this.
4. **Faculty Evaluations** – Linda expressed concern that all faculty members who were not evaluated according to their prescribed schedule be given interval salary increases before the payout pursuant to the new contract occurs. There was agreement that this should be done to avoid the confusion of have several types of back pay.
5. **Professional Staff Working Conditions** – Short staffing in some areas has led to a situation where it is difficult for staff to take bathroom and other breaks without leaving an office unstaffed. Linda indicated that this points to a general inability to attract professional staff at NECC. She suggested that raising pay levels might help. For example, she said, it would be best to eliminate Grade 2s and 3s and start members at least at Grade 4. Paul indicated that he would work on that.
6. **Mass Reconnect** – Lane Glenn and Paul indicated that the Mass Reconnect program (for students 25 years old and over) will have many staffing needs, including possible advising hours on weekends and evenings. While the goal is Fall 2023 implementation few guidelines and no funding has yet come from the State. Paul indicated that advising will be different in the sense that students will have a better idea before registration about how much of their prior experience including CLEP will count toward their degree.
7. **Memorandum of Agreement** (MOA) – This MOA proposed by the Board of Higher Education suggested that payment of the new contract retroactive would be paid only if MCCC agreed that there would be no strikes or other job actions (including Work to Rule) by its members. Lane came to be meeting to specifically address this issue which had been publicized at the MCCC Delegate Assembly on Saturday. He admitted that the MOA proposed by the Department of Higher Education was not supported by the college presidents. Lane explained that apparently at some community colleges there has been discussion of such job actions and this MOA was an attempt to address that. Linda said that there is a recognition among members that strikes by Massachusetts state employees are currently illegal and that has been no discussion of illegal job actions at NECC. She added, however, that there has been discussion of returning to Work to Rule if that back pay is not forthcoming. She pointed out that Work to Rule means working to the contract and is not an illegal job action. It appears that the college presidents are working on a response to the Dept. of Higher Ed.
8. **Summer Enrollment –** Paul was happy to report that summer enrollments were strong due to students being able to register as early as November. Many of the students are “visitors” from other colleges. The spread of colleges is quite diverse. He will be reporting on this further.

The meeting ended at about 4:00.

Next MACER meeting is scheduled for Thursday May at 3:00 PM

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary