**MACER May 18, 2023 Meeting Notes**

**Management Association Committee for Employee Relations**



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

**Representing NECCPA**: Linda Giampa, Louise Michaud, Patricia Portanova, Steve Russell

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

NECCPA President Linda Giampa began the meeting at about 3:00 PM, Thursday May 18, 2023.

1. **Follow-up Items from Prior Meetings**
2. Environmental Testing, Student Center – Mike McCarthy reported that the testing turned up negative. He will forward a copy of the report to Linda.
3. Student Center Roof – Mike is currently working on different options. One would be a total replacement. This could be accelerated by designating it as an emergency. However, the HVAC equipment on the roof would have to be replaced and the lead time to obtain the equipment is 36 weeks. Another option is to patch the current roof, while waiting for delivery of the new HVAC equipment.
4. Lawrence YMCA – Vouchers should be available from Human Resources by June 30. These would be effective through the beginning of the fall semester. Vouchers will be issued on a semester by semester basis.
5. Staffing in Offices with only one Person: This appears to be resolved. Mike suggested that consolidation of offices might be another way of addressing this situation. It goes along with ideas about reducing the number of buildings open particularly in the evenings. Also, more people in one place in the evenings can make people feel more secure. Lane Glenn interjected that feeling secure is important. He pointed to Cleary Reports that consistently show that NECC campuses are quite safe. Moreover, the Lawrence campus has fewer reported incidents, despite larger numbers of students, particularly in the evenings.
6. **Ongoing Projects** 
   1. Spurk Parking Lot - Mike reported that the Spurk parking lot renovation should be done by June 30. The renovation will include replacement of trees, installation of electric car charging stations and a new ADA compliant ramp into the Spurk Building.
   2. Solar Collectors – Mike sees this as a possibility of saving on energy as well as landscaping costs.
   3. B-Building Renovations – Mike has been meeting with engineers on this project. Priority is being given to ADA compliance, new elevator and new HVAC systems.
   4. Haverhill Campus Health and Wellness Center – Public meetings on this are continuing. There is interest in the community.
7. **Food Truck Fridays** – Linda suggested that a food truck be brought in perhaps on Fridays during the summer, or maybe some other day. She says it helps increase the interaction among people of different areas. Mike is open to the idea. However, some of the efforts last year were met with cynicism and poor attendance. Linda said that may have been due to the stalled contract negotiations last summer.
8. **Equipment Inventory** – Linda pointed out that taking inventory is not really work that belongs to the MCCC Unit. It has always been the job of AFSCME members. Mike responded that it is the MCCC unit members who have custody of the equipment. This refers to equipment in science labs, health care areas, culinary arts, etc., not IT equipment. Therefore, he said, it is more practical for them to take the inventory, particularly since the process has been simplified.

Lane added that NECC has been subject to two audits in the last few years by the State Auditor’s office which have shown the inventory process to be deficient. He said that having a third negative report is unacceptable, so this has to be worked out. Mike added that the inventory could reside in his office, however, MCCC members may not be happy with the process. Linda reaffirmed that this was not MCCC unit work. Mike replied that new procedures would be issued next week.

1. **Pay Rates for Faculty Summer Work** – Linda indicated that faculty doing summer work are still being told that they will be paid at the old contract rate. Lane said that the directive from college attorneys to pay at the new rate only came yesterday, so this problem should be resolved right away.
2. **Logic of Hybrid Sections** – Linda asked for an explanation of how the addition of hybrid sections to the fall course offerings have been determined. Paul Beaudin responded with data showing that students in hybrid sections enjoyed a greater success rate than either face-to-face or on-line sections. There was general agreement that hybrid sections were beneficial. Steve Russell suggested that it would be beneficial to include faculty who taught the courses or the division deans and department chairs in the development of schedules for hybrid sections. They could provide insight into course sequences. He used the example of history hybrid sections for the fall. There are three hybrid sections of U.S. History I on the schedule, but no other history courses. Paul will look into this.
3. **Morale and Management – Union Relations** – Linda began by reviewing how management and union relations over the past few years have been fairly amicable. The recent retrenchment of a professional staff member, however, has done serious damage to that relationship. Moreover, there appears to have been informal conversations in which concerns were expressed about the member’s role as a member of the union leadership team and her careful attention to problems which some people including higher level management, in the college community found uncomfortable.

Lane responded that while people are entitled to their opinions, not everyone at the college agrees with Linda’s assessment of the problem. Moreover, the entire matter is running through the grievance process and should not be discussed at MACER. Mike added that HR is handling this problem and that he could not comment on discussions about the member’s status.

Steve added that the whole matter has been devastating to the community and presents a serious morale issue, which is a matter for MACER.

1. **Reassigned Time** – Linda suggested that when course sections don’t have sufficient enrollees, care must be taken to assign reassigned time to members in an equitable manner. Paul agreed and added that he will not be asking faculty to teach courses as directed studies sections when they have 6, 7 or 8 students. The pay rate is just not sufficient compensation. Also, he agreed that reassigned time should be assigned when the dean has a project that is commensurate with the faculty member’s capabilities and the needs of the college. Paul suggested that the difficulty arises at NECC because full time members cannot “bump” DCE members when sections originally assigned to the full-time member do not fill.
2. **Open Management Positions** – Linda will be on the committee to select a new Human Resources Vice-President. Attracting someone to this position may take some time. Candidates for the Dean of Students position will be in open forums where any member of the college community can ask questions.

The meeting ended at about 4:00.

Next MACER meeting is scheduled for Thursday June 15 at 2:00 PM

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary