**MACER August 17, 2023 Meeting Notes**

**Management Association Committee for Employee Relations**



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

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

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

**Please note that MACER did not meet in June or July 2023**

NECCPA President Linda Giampa began the meeting at about 2:00 PM, Thursday August 17, 2023.

1. **Human Resource Issues** – Linda mentioned that while a grievance is pending related to overdue professional staff rises due for tenure and interval changes, other issues are still of concern. She has asked HR for a list of people who got interval increases due July 1, 2023, as well as July 1, 2022. This is independent of any increases due to the overdue contract settlement. Mike responded that HR is working on it. Linda said that she is willing to help HR work through these issues, but she needs data. She said that this is a most basic issue because pay due to employees is at stake here. Mike and Lane agreed.

Linda also asked that HR provide a list of unit members which she has asked for for quite some time.

1. **Community and Civic Engagement Work** – Linda asked what arrangements are being made for Community and Civic Engagement and other work that was previously performed by a retrenched professional staff members. Paul responded that this work is being divided among several areas. Linda asked that some kind of cheat sheet be provided so that students who need can be properly referred. Paul agreed to provide that.

Lane added that data on food insecurity and services provided has been inaccurate. He said that the old system needs to be updated and he reassured the meeting that students who need immediate services will have them provided.

1. **Mass Reconnect** – Paul reported that 40 prospective Reconnect students had attended an event the previous evening. Adjustments are being made to the drop date for non-payment date for older students. Students who previously may have been charged possibly can attend at lower cost. Paul spoke of services, like tutoring, that will be needed in the evening for these students, especially in Lawrence. Linda asked that the Union be kept informed of these needs so that members would not be overworked.
2. **Student Affairs** – Linda asked when an organizational chart for Student Affairs would be available. Paul indicated that this would happen soon. Linda also asked that people in tutoring centers be given advance notice of who would be in charge of the area, that is, before the general announcement. Paul agreed to do that. Linda also suggested that more professional staff members be invited to attend conferences. This is good for morale and helps people do their jobs better.
3. **Follow-up on Previous Meetings’ Issues** – Mike reported on these.

Spurk Parking Lot – This should be finished next week.

Lawrence YMCA – Vouchers are ready.

HR Audit – Linda should have an executive summary.

Mike also reported that there is movement on installing solar collectors in what is now a grassy area. This would provide 22% of the college’s electricity needs.

1. **Qualifications for Professional Staff Members** – Paul asked that the Union be open to the idea of hiring professional staff members who might not have the usual experience or credentials for these positions, so long as these hires would not jeopardize accreditation. Linda agreed that this was necessary given the difficulty of finding people to fill positions.

Discussion ensued about how NECC is sometimes regarded in the local professional staff community as a tough place to work. While the issues that prompt that outlook may go back several years, the perception is still there, and this perception needs to be addressed.

1. **Faculty and Professional Staff Contract Raises** – Linda asked that anything that college executives can do to promote the filing of the supplemental budget to fund these raises is much appreciated. Lane indicated that the community college presidents are unanimous in their desire to see the legislature find this budget. Mike added that HR will be ready to pay the raises when the Supplemental Budget is finally approved.

The meeting ended at about 2:45.

Next MACER meeting is scheduled for Thursday September 21 at 3:00 PM

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary