**MACER October 19, 2023 Meeting Notes**

**Management Association Committee for Employee Relations**



**Representing Management:** Paul Beaudin, Mike McCarthy, Vivian Cavazzi

**Representing NECCPA**: Linda Giampa, Tom Greene, Louise Michaud, Laura Mondt, Trisha Portanova, Steve Russell

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

NECCPA President Linda Giampa began the meeting at about 3:00 PM, Thursday October 19, 2023.

1. **New HR Vice-President** – Vivian Cavazzi introduced herself as the new Human Resources Vice-President. Linda asked who we could contact with HR issues. Vivian said that she is working to determine what everyone does This is the first time that HR has been fully staffed. She advised that everyone should continue contacting who they have up to now, but she will notify everyone when specific changes occur. Vivian also indicated that paper files are still in “various states of order” and some time will be needed before data is in good order. She is looking to consolidate, simplify records. It will take some time to do the research.
2. **Salary Change Notifications** - Linda asked that when someone’s salary changes they could be notified before their paycheck is increased. Vivian agreed that people need to know that their salaries will be.
3. **Status of Vacant Positions** – Paul Beaudin provided information on vacant and recently filled positions. Professional staff positions presently posted include an Assistant Coordinator of Student Life, two recruitment counselors, three academic advisors a financial aid counselor. The Testing Center vacancy is being re-evaluated for future needs.

Faculty positions for which interviews are being conducted include Assistant Professor of Sociology, Art and Design. An Accounting Associate Professor will start on October 30. Recent Early Childhood and Business position searches were not successful.

Linda asked why faculty candidates declined the positions once offered. Linda suggested that candidates must know the salary before the positions are offered. Also, Grade 3 for professional staff positions is too low. This means a salary of $1200 bi-weekly which is too low.

**Work to Rule** – Linda said that Union members are angry at both the lack of movement on payment of increases from the contract ending June 30, 2023 and lack of movement of negotiations for the contract beginning July 1, 2023. She said that she expects that at the chapter meeting on October 24, a vote to go on Work to Rule (WTR) will be taken. All indications are that it will pass. She indicated that it will have an impact on some initiatives, including Integrated Student Experience, NECHE related initiatives, strategic plan. Management appeared to have no reaction.

1. **Student Social Services** - With Francellis on leave -Linda asked to whom should referrals of students needed social services be referred. Linda indicated that e-mails from students requesting services going back to the last week of September were never answered. Paul replied that Jason Arey, Dean of Students would take care of these.
2. **Information on Snow Alerts** – Mike McCarthy indicated that this will be updated.
3. **Low Cost Lunches** – Mike indicated that there aren’t a lot of takers for the low cost meals. Numbers need to be higher if the program is to continue.
4. **Infrastructure Updates** – Mike indicated that charging stations for electric vehicles are being installed. There will be solar panels in the area near the bookstore parking lot that will provide up to 22% of the electricity needed on campus. Payback period is about 20 to 25 years.
5. **Computers for Faculty Lounge** – Linda asked if these could be updates. Mike indicated that this will be taken care of.

The meeting ended at about 3:40.

**Next MACER meeting is scheduled for Thursday November 16 at 3:00 PM.**

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary