

MACER September 25, 2024 Meeting Notes

Management Association Committee for Employee Relations



Representing Management: Paul Beaudin, Vivian Cavazzi, Mike McCarthy

Representing NECCPA: Linda Giampa, Laura Mondt Suzanne Reyes, Steve Russell

Meeting held in President's Conference Room

NECCPA President Linda Giampa began the meeting at about 12:30 PM, September 25, 2024. The meeting had been previously scheduled for September 19.

1. **Day Contract Salary Payments** – Vivian explained that payments will be made on the 11th and 25th of October. Employees will be provided with an explanation to indicate what is added to the base salary and what is retroactive pay going back to July 1, 2024.
2. **DCE Contracts** – Linda explained that some members were concerned that they only received their DCE contracts in the fourth week of classes. She asked why they could not receive them earlier, even before the semester begins. Is it because we are waiting for the Add/Drop period or NS period to end? Paul indicated that there is no relationship at NECC between the beginning date of the semester and the Add/Drop or NS period. This year on August 28, a determination was made if any sections were to be cancelled. At NECC the salary is not adjusted to reflect lower enrollment in a section. He said once a determination is made that a section will run there is no reason why the contract cannot be issued to the professor. Certainly, if a section has substantial enrollment, for example, in the 20s or 30s, there is no reason why that contract could not be issued before the semester begins. Paul suggested that there be two batches of contracts, one batch issued before the semester begins for the sections that are certain to run and a second batch, that includes sections where the determination is made to run at the cancellation meeting or after. Because of the logistics, the latter contracts might be issued after the semester begins. Vivian added that the earlier the contracts are issued the better it is for Payroll, too. Paul will look into this.
3. **B & E Building Renovations** – Paul indicated that most STEM faculty will not be asked to leave their offices before the end of the spring semester. Lab sections will, be moved to Lawrence for the spring semester.
4. **Campus Police** – Linda indicated that students have reported that the NECC campus police have pulled cars over, required people to get out of their cars, required people to produce license and registration. In general, have acted in an overbearing manner. Mike said that his is unacceptable. The police are not being asked to issue tickets. He said that the police are striving for good relationships with students and college employees, for example in the deployment of Winnie. Nor are campus police to be involved in student conduct issues. Mike will look further into this.

Mike did indicate that at some point it may be necessary to issue parking violation notices, particularly in Lawrence as parking space becomes scarcer and people not connected with the College use the parking spots. He indicated that validated parking at the Buckley Garage in Lawrence would resume.

5. **Non-Unit Professional (NUP) Positions** – Linda explained that while MCCC has no input into NUP hiring, union members do notice when NUP positions are posted with high salaries and qualifications less than MCCC positions are required to have. This is particularly a sore spot given the comparatively low salaries that most MCCC positions earn. Management did not respond to this. However, there was discussion of the NUP position that would be in charge of the Lawrence campus. The survey recently taken seemed inconclusive.

Linda indicated that some members were reluctant to participate in the survey because they believed that their responses could be tracked. Vivian asserted that this would be difficult to do. Linda agreed, however, it was an indicator of the distrust and low morale that many employees feel.

6. **Early College Programs** – Linda explained that at the recent chapter meeting members expressed concern about unprepared and disruptive students. However, most thought that Early College students seldom present any special problems. Paul responded that anyone with concerns about a particular student or a particular class should bring their concerns to their dean, Aaron Altman or to himself.

Paul admitted that classes run best when whole class cohorts are brought in by bus, instead of students making their way to the college on their own. Some school districts also send high school staff on the buses to assist and that seems to work well. Classes with high school students mixed in with regular college students also work well and most accurately represent the college experience. These are things that Paul and the NECC Early College staff are working on.

7. **Whittier Tech** – Linda asked if there have been any new developments on Whittier sharing some NECC facilities. Mike responded that representatives from the Massachusetts School Building Authority recently visited NECC. A consultant report is due in December or January. Mike said that any direction that NECC takes should involve some pathway to relieving the tremendous backlog of applicants at Whittier. Much more needs to be done and this will not move rapidly any time soon.
8. **Student Center Roof** – Mike said that work should occur in October, though nothing has yet started.
9. **Cleaning of Classrooms** – Linda reported that some faculty members have complained about desks not being cleaned, white boards not being wiped down or cables not being reconnected when they are unplugged for laptop use. Mike said as far as he knows classroom as well as bathroom cleanliness has a high priority with the cleaning companies

engaged to do this work on the campuses. Linda asked if it might be a good idea if faculty were reminded by Paul or by individual deans to clean up after themselves.

10. **Payment of Comp Time** – Linda asked if Vivian could find out which professional staff employees have exceeded the 75 hours of comp time and have not yet been paid. She suggested that this should be done automatically, perhaps quarterly. The employee should not have to request it. Vivian agreed that a more streamlined process where payments were made automatically would be appropriate.

11. **Energy Conservation Days and December 24** – These occur on the day after Thanksgiving and the week between Christmas and New Years. As for December 24. Paul admitted that very few professional staff need to be on campus on December 24, when the College closes at 1:00 pm.

Meeting ended at about 1:30.

Next MACER Meeting is Thursday October 17 at 3:00 PM.

Respectfully submitted,

Stephen Russell, Ph.D.
NECCPA Secretary