

MACER November 21, 2024 Meeting Notes

Management Association Committee for Employee Relations



Representing Management: Paul Beaudin, Vivian Cavazzi, Mike McCarthy

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

Meeting held in President's Conference Room

NECCPA President Linda Giampa began the meeting at about 3:00 PM, November 21, 2024.

- 1. Request to Employ (RTE) Employee Classification** – Following up on last month's MACER discussion, Linda reaffirmed that the grievance concerning the topic is being held in abeyance as HR is working on the issue. Vivian Cavazzi indicated that her office is looking at RTEs going back four years. As well as those currently in effect. There appear to be 15 people who most certainly have been working under RTEs that are doing MCCC unit classified work. There are several more who might possibly be doing MCCC. Another 3 or 4 may be doing AFSCME unit classified work. Once a final determination is made reclassification will occur and MCCC pay will be applied to the MCCC employees retroactively.

About 25 to 30 individuals doing clinical instruction work have been working under RTEs. Vivian said that these should perhaps be classified as DCE Instructors. This opens up the question, however, as to whether they all have the proper credential necessary to have been hired as DCE Instructors. Some provision will have to be made to ensure that credentials are in order and some amnesty like time will have to be extended to allow those who have been working to obtain the necessary credentials. Linda replied that these individuals' work experience can perhaps address the credentialing issue. It is important, she said, to keep the people we have. Linda added that seniority will also have to be calculated.

Vivian will be speaking to other community college HR personnel to see what they do in such situations. She added that from now on RTEs will be vetted to ensure that the RTE is not for MCCC work.

- 2. Student Center Roof** – Mike confirmed that work on that project has begun. He hopes that it will be done in January. This will alleviate uncomfortable and unhealthy conditions for many professional staff.
- 3. Gallup Survey** – Linda asked about the participation rate in the recent survey and also how the results will be used. Vivian responded that the participation rate was 62%. She said that this rate is more in line with participation in such surveys globally. Last year's

participation rate of 81% at NECC was unusually high, perhaps because it was the first one. Linda added that perhaps people did not understand what was done with the results last year, so they were perhaps not so interested in participating this year. While Lane Glenn at a recent meeting listed some changes that were made, it was not clear that supervisors made changes within their own areas. Management had no specific information on how the survey will be used this year.

4. **DVD/CD/VCR Players in Classrooms** – Linda indicated that on the Haverhill Campus, classrooms appear to lack media players that instructors need. Mike will check on this, but he suggested that anyone needing such equipment should put in a ticket. Also, it was suggested that the NECC Library does provide lots of videos through its film data bases. Some instructors may not know that these are easily accessible in the classrooms.
5. **Overtime Work for Professional Staff Members** – Linda stated that she is urging professional staff members to refuse to work evenings and Saturdays during peak registration times, such as the first three weeks in January. It is a hardship for these employees who already work very hard during the week. Hiring more staff would help to address the overwork situation. However, instead of hiring more professional staff, there is a posting for an additional non-unit professional (NUP) position in the advising area. This, to professional staff, is a serious blow to morale. This is especially grating when one realizes that two professional advisers can be hired for the price of one NUP.

Paul responded that 48% of NECC students do not finish degrees or certificates or transfer within 6 years of starting. He wants to know why the retention rate is so bad and what happens to them and what the college can do to address this. That is what this NUP will be working on. Mike added that planning and needs assessment is important in every area.

Linda indicated that while this work may be important, we should bear in mind that students find it hard to make advising appointments. Moreover, staff suffer from burnout and turnover is high. Maybe it would make sense, she said, to hire two advisers first, then when that problem is alleviated, the NUP could come later.

What was also grating was Lane Glenn's recent statement at the President's meeting November 20 that full time employees should be working full time. No one seemed to know what that meant or what he was trying to convey.

Despite Paul's entreaties, Linda reaffirmed her position that professional advisers refrain from taking on extra hours evenings and Saturdays.

6. **Lawrence Campus Updates** – Mike said that all buildings on the Lawrence campus will be locked after regular hours. Employees who need access to the buildings after hours can have their ID cards keyed for that. The new system also allows immediate campus wide locking of doors in case of an emergency. It is important to prevent unauthorized people from entering the buildings. E-mail on this will be going out soon.

Also, more attention will be needed to ensuring that everyone working on the Lawrence campus have the parking tag. These can be obtained free of charge from HR.

7. Facility Updates

Health and Wellness Facility - Mike indicated that one proposal was received. More information is needed and will be obtained soon.

Transportation – Shuttles are doing well and more service will be added as needed.

Spurk Café – Service and food quality as well as patronage appear to be improving.

The meeting ended at about 4:00.

Next MACER Meeting is Thursday December 19 at 3:00 PM. Taking account of the time of year, Paul invited MACER participants to a more festive meeting in his office at that time.

Respectfully submitted,

Stephen Russell, Ph.D.
NECCPA Secretary