

MACER Notes for October 15, 2015 Meeting



Representing Management: David Gingerella, Bill Heineman, Steve Fabbrucci

Representing NECCPA: Linda Giampa, Kristen Arnold, John Daly, Chris Rowse

This meeting was held on in the President's Conference Room from 3-4pm.

1. Work to Rule

- Bill Heineman started off by saying there is agreement that professional staff and faculty are underpaid, especially in comparison to UMASS and State University employees. Lane Glenn has been open about expressing that compensation should be on the table and negotiated. The college's priorities are 1) To continue service to students uninterrupted and 2) To maintain collegial and respectful relations within the various groups at NECC. He further stated that he recognized there are meetings MCCC members might currently attend that are outside of their duties and that they may elect not to continue to attend if work to rule is implemented. He does not want any public arguments or confrontations about who chooses to attend meetings and who doesn't, but would ask that these kinds of questions could be discussed in more private settings. Lastly, he anticipates there will be questions and confusion about which meetings count for college service and which ones may not. He plans to deal with these on a case by case basis.
- Linda Giampa said she hopes everyone remains collegial and respectful and that this will be more informational than disruptive.

2. I.T. & Concerns about cyber security

- Linda Giampa shared the concern that there have been many I.T. issues as of late. The communication coming from the college has at times been ineffective and doesn't provide real answers to what is going on.
- Browsers – it's very confusing figuring out which browsers work best for which applications. It's one thing for employees to figure it out, but it seem unfair that we expect the students to know this. For example, Internet Explorer is the preferred browser for Self Service, but the first time you try to log-in, it comes up with an error message. You must attempt a second time in order to successfully log in. Why is this? Also, Firefox has an unsecure connection and is out of date (according to the error message displayed when you try to log in.) What are we doing about this? Giampa provided screen shots with the various error messages.
- Bill Heineman said he has asked Jeff Bickford for a chart to more clearly explain which browser to use. As he understands it, there is a "browser battle" currently going on, where stakeholders are trying to force people into using certain browsers. Giampa asked why we only see this battle when we are on campus, and not when we log-in from home computers.

Heineman was not sure but said perhaps because we have so many different programs operating simultaneously.

- Giampa shared her concern about adding more programs and installing new updates, when we can't seem to ensure what we already have is working properly.

3. Sick Leave for DCE

- Linda Giampa shared the questions she has been hearing from our DCE members who are now eligible to accumulate sick time under the new sick leave law. – How will the time appear? How will time be used? How and who is informed if they want to use sick time? What about members who work for more than one college? John Daly also asked about if earned sick time could be used to eliminate the current pay reduction a DCE member endures if they miss a class and a substitute is provided.
- Steve Fabbrucci stated that there is still some confusion about the new earned sick time law. He shared that he would be attending a statewide meeting for community college human resource professionals on 10/16/15 and hoped to ask all of these questions and determine what our sister colleges were going to be doing about all of this. He did clarify that the sick time cannot be used for snow days or school closings, and mentioned that under DCE contract, missed classes would likely still need to be made up, even if sick time is used. Once he has more information he will write up a memo for Linda Giampa to share.

4. Cadets on campus

Linda Giampa asked about a few recent incidents involving cadets on campus which caused alarm in the campus community. One involved harsh language being used in the parking lot and another where cadets were lined up on both sides of a Spurk hallway. Both incidents caused students to be confused and in some cases worried about what was happening. David Gingerella emphasized the importance of communication in these matters. The cadets are under very regimented and controlled training. We need to do our best to recognize this and communicate this to our students. The cadets and their instructors will do their best to recognize this is a college campus and they may need to change their ways a little bit in order to coexist. Gingerella also noted that the cadets are also our students – they are noncredit but they are still NECC students. He also noted the benefit to our overall security by having 50 in-training first responders located on campus in case of an emergency. There was agreement between everyone at the meeting that the cadets were very respectful and generally an asset to our campus. If we keep communication open and agree to an open dialogue this will help us to peacefully coexist on campus.

5. Renovations

David Gingerella provided an update on the ongoing renovations.

- B & E building renovation bids are due in next week
- Two storage buildings will be built near the Maintenance building on the Haverhill campus to house Spurk items for storage, including a lot of sensitive Theater equipment.

- There is a better than 50/50 chance that we will be having a solar farm installed on campus this summer. Although the timing is not ideal with so much construction already planned, this is a great deal for the college and we would need to take advantage of it before December 2015 when valuable tax credits expire.

6. 2nd Parking Sticker

David Gingerella admitted the process is more cumbersome than it needs to be. The form is unclear and he is in the process of getting it updated. In the near future a form will be available where you can clearly indicate you are applying for a duplicate stick to avoid confusion about charges, etc.

Next meeting: The next MACER meeting will be November 19, 2015