**NECCPA Special Meeting – January 30, 2023 Meeting Notes**

**Northern Essex Community College Professional Association**



NECCPA President called the meeting to order shortly after 12:30 PM on Zoom on Monday January 30, 2023. About 47 members attended. Also present from MCCC wee Lisa Coole, chair of the MCCC Day Bargaining Committee, Claudine Barnes, President of MCCC and Joanna Del Monaco, member of the MCCC bargaining team.

The Tentative Agreement itself, the summary and power point used in this presentation will be on the MCCC web site. <https://mccc-union.org/2023/02/07/day-unit-ratification-materials/>

There will also be a tool to calculate salary. Ballots should be in members’ hands during the week of February 13.

The first part of the presentation clarified different modalities of courses. It addressed definitions and how grievance materials will be placed on line for easier access. There are revised definitions around what happens with professional staff who are grant funded are shifted to state appropriated funds. Faculty will post syllabi in the Learning Management System (LMS) and will not have to print them for distribution to the class. There are limits on management’s access to the LMS course shell.

The next part of the presentation addressed contract changes.

* More flexibility with office hours.
* Classification committee to examine professional staff salaries.
* New Memorandum of Agreement regarding work performed by faculty chairs and coordinators outside of the academic year.
* Gender neutral pronouns are used.
* Guarantee of workload reduction for anyone who a department chair or program coordinator.
* MOA on critical thinking included in the contract.
* Faculty Evaluations MOA included in the contract.
* Sick Leave can be used without restriction to care for family members.
* Juneteenth is a paid holiday.
* Professional Staff will have equity with faculty in sabbaticals.
* Part time unit members (not DCE Faculty) will have access to all-purpose paid leave.
* Clarifications on paid family medical leave and vacation leave for professional staff members.

The committee members discussed management demands that relative to on-line education that the MCCC bargaining team pushed back against and which were not included in this contract. These include management’s demand that they have the ability to require faculty to teach on-line, to modify course development payments, to alter the 25 student maximum for the initial runs of an on-line course. Also, the committee pushed back against management demands to require use of LMS for advising, restrictions on outside employment and a probationary period for new members.

The third section of the presentation addressed salary changes.

* For Year 1 there is a 2.5% increase to be paid retroactively to 7/1/21. For Year 2 there is a 2.0% increase to be paid retroactively to 7/1/22.
* Salary grids have been enhanced for post-tenure evaluations
* There are additional intervals at years 15, 20, 25, and 30 and new intervals are added to the bottom of the grids.
* There will be a COVID-19 recognition bonus for t hose employed during the first full pay period of July 2021 until the execution of this agreement, of 1.5% of base salary (or $1000, whichever is greater
* It will be possible for members to request a review and potential increase to salary when someone is hired in their work area at a higher rate of pay.
* There are salary increases for part time day faculty (not DCE) and professional staff, adjustments to salary grids and a recognition bonus.

In conclusion, the team recognized that while the agreement accomplishes a lot, it is not enough. But much has been accomplished.

Payments should come about two pay periods after ratification is complete. Salary increases will be added to the base pay of those who retired before ratification for revised retirement calculations.

Plans are underway for negotiating the next contract as the one just negotiated expires on 6/30/23. MCCC’s approach to the next contract will depend a lot on a reading of the direction of the new governor. Her FY 24 state budget will probably be presented in March. The implementation of the Fair Share Amendment by voters in November 2022 may also have some impact.

The current DCE contract expires in August and management wants a new Distance Education Agreement so there will be a lot of contract activity this year.

Only Union members can vote on this contract. If you are not sure you are a members, contact Linda Giampa or Janel D’Agata-Lynch to ascertain your status.

The question arose as to whether the chapter was still on Work to Rule. Linda responded that the chapter voted to stay on Work to Rule until a Tentative Agreement was adopted and that has already occurred. So the chapter is no longer on Work to Rule.

Linda expressed the chapter’s thanks to Lisa, Claudine, Joanna and the entire MCCC bargaining committee for their work.

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary