

NECCPA Chapter Meeting 17 September 2018

President Linda Giampa called the meeting to order shortly after 12:30 PM. About 40 people attended in Haverhill.

Thanks to the following: Lance Hidy for the drinks for the meeting. Also to Denise Trinidad who will maintain the website from now on and Steve Russell will be the chapter secretary. Stephanie Wares, the previous secretary, has become a non-unit professional.

1. Parking – The following discussions occurred around the issue of parking
 - a. No one will have to pay for parking any longer. Everyone will have to have a hanging tag on their car.
 - b. There is not much space in Lawrence. The exit at the Amesbury Street lot has been blocked by the Lawrence Police Department. Validated parking will be available at the lot next to 420 Common St and at the Buckley Garage until September 30. Also, there is not much space available at Riverwalk. Please report problems to Linda Giampa.
 - c. On the Haverhill campus, it is not clear if the lot near the library is still really a faculty/staff lot or can anyone park there.

2. E-5 College Service Forms
 - a. If any faculty member works in the Student Success Hub or the Academic Centers, they should indicate it on the E-5 (College Service) form.
 - b. E-5 Forms for planned activity for the fall semester are due by October 15. It is important that the planned activities are not too ambitious. One guideline is that college service should include: college-wide, division and department meetings, membership on one committee or advising of a student activity. The E-5 is designed to provide knowledge to the deans about what faculty are doing. It is not to be used as a tool to coerce increased activities.

3. Office Hours – On-line office hours are acceptable for Faculty if the supervisor approves and the member teaches on-line. If a faculty member has a course reassignment, then that member may reduce office hours by one hour for each reassignment. The number of course preparations also affects office hours. If anyone has specific questions, see Linda Giampa or Tom Green, Day Grievance Coordinator.

4. Professional Staff Job Descriptions (Form E-7) - When professional staff members are laid off or resign, those remaining must assume new responsibilities. Workload, Linda Giampa explained, is like a full glass of water: if management wants to put more water in the glass, they have to take some out. New responsibilities need to be stated in the E-7, which really should be updated every year. At NECC, many E-7s are several years old.

5. Janus Decision – Kathy Holmes explained new developments as a result of the U.S. Supreme Court Janus v. AFSCME decision. All faculty and professional staff at the Massachusetts Community Colleges are members of the Collective Bargaining Unit (CBU). The MCCC bargains on behalf of the Collective Bargaining Unit. Members of the CBU may join the MCCC. Almost all full-time members of the CBU have chosen to stay in the Union. If before this decision you were an agency fee payer and not a member of the MCCC, you

should sign up for Union membership to support the Union. The handout attached to these minutes indicates what benefits you obtain with Union membership. Most importantly, you add to the Union's strength. If you have been a Union members, up until now, you do not have to do anything to continue your membership.

If you are a DCE member or were a DCE agency fee payer up to this year, you will be allowed to vote on the upcoming DCE Tentative Agreement. In the future however, only Union members who are part of the DCE CBU will be allowed to vote on contracts.

6. DCE Tentative Agreement – Linda Grochalowski of the MCCC DCE Bargaining Team discussed the new Tentative Agreement. A summary was distributed as part of the announcement to this meeting. The bargaining for this contract has occurred over 2 years. In the previous cycle, members' pay increased by 12% over 4 years. This time the increases will total 6% over 3 years. This is not much of an increase for the lower salaried DCE members. Nevertheless, if the tentative agreement is not ratified by the membership and bargaining resumes, the likelihood of getting a better deal is minimal. Moreover, it will take a long time for the bargaining to resume and this will result in lost increases.

Health care coverage for DCE faculty is not part of this bargaining. Instead it must be approved by the State Legislature. A bill proposing health care for DCE faculty was submitted to the Legislature but not acted upon. It will again be filed in the next legislative session, beginning in January 2019.

In addition to the salary increases, which are retroactive to the beginning of 2018, the tentative agreement includes some provisions for tuition waiver for courses at community colleges. There is also sick leave that can be accumulated. Also a DCE MACER frequency is increased. Domestic violence leave in the agreement exceeds the state mandate and there is to be more timely payment for hourly and stipend work which DCE members might perform.

The tentative agreement will probably be sent to members in late October, early November.

It is important to vote on this agreement. Linda Giampa urged a Yes vote as this agreement represents the best that can be achieved at this time.

Thanks was extended to Linda Grochalowksi for coming to meeting to explain the new agreement.

The chapter meeting ended at about 1:30.

Respectfully submitted

Stephen Russell
Chapter Secretary