

## **Northern Essex Community College Professional Association (NECCPA) Membership meeting, Monday April 22, 2019**

President Linda Giampa called the meeting to order shortly after 12:30 PM. About 45 members attended the meeting in Haverhill; about 20 in Lawrence.

### **1. NECCPA Scholarship Winner**

Frances Herrand was awarded the NECCPA Scholarship winner. She is a student in the Deaf Studies program whose goal is to be a trilingual interpreter. She was nominated by Prof. Kevin Fleece.



### **2. NECCPA Scholarship 50/50 Raffle**

Tickets were sold to just before the meeting. The winner is a student who won \$416. Linda Giampa will contact the student and award the winnings.

### **3. Budget Report**

Treasurer Liliana Brand reported on the NECCPA General Fund, the Scholarship Fund and the Sunshine Fund. There has been a decline in MCCC Chapter Support this year.

Thanks to Liliana Brand for an outstanding job in keeping the Chapter's finances in order.

### **4. Chapter Elections**

A motion was made and seconded to consider all chapter officers as a slate to include: Linda Giampa, president; Jennifer Levesque, vice-president; Liliana Brand, treasurer; Steve Russell, secretary; Joe LeBlanc, representative to MCCC Board of Directors. The motion was adopted unanimously.

A motion was made and seconded to elect the slate of officers. The motion was adopted unanimously.

### **5. Day Contract Negotiations**

Linda Giampa provided an update on Day Contract negotiations. She explained that there have been few updates because there has been no movement on the negotiations. She urged people to do the stand outs (picketing), in front of the Spurk Building and also at the main entrance to the college. A sign-up sheet was passed around at the meeting. Stand outs will be done Monday through Thursday.

## 6. **Work to Rule Motion**

Linda Giampa explained that the most powerful tool at the membership's disposal is Work to Rule-- that is refusing to work beyond the minimum required in the contract. This is especially important during the college's NECHE accreditation process.

A motion was made and seconded as follows:

If Day Contract negotiations do not result in a tentative agreement by June 30, 2019, the chapter will go on Work to Rule effective on the first day of the Fall 2019 semester.

A discussion ensued on the motion as follows:

It would be useful to have an exact list of what a member should and should not do on Work to Rule. Generally for faculty, work beyond one major committee or two minor committees plus advising and attendance at college, division and department meetings is beyond the contract requirement and should be subject to work to rule. There is no hourly requirement that needs to be reported. For professional staff, almost all "college service" is beyond the contract, because professional staff work usually takes up all of the 37.5 hour work week.

What can happen at mandatory meetings is that a motion is made to adjourn those meetings, so no business can be accomplished.

If there is significant NECHE accreditation work over the summer, faculty are not required to do it without extra payment. Professional staff, on the other hand could be obligated to do so.

Discussion ensued as to why the chapter was not going on Work to Rule immediately. Linda explained that there is so little time left in the semester that it might not be meaningful and that the professional staff would be standing alone doing Work to Rule in the summer without the support of faculty. Another member said it would be good to build on the Stop and Shop strike momentum and do it now.

An advisory vote was taken on whether it would be useful to go on Work to Rule immediately rather than wait.

18 in Haverhill, 9 in Lawrence, in total 27 favored immediate work to rule  
25 in Haverhill, 9 in Lawrence, in total 33 favored delaying work to rule until September

Discussion ensued on implementing Work to Rule on July 1 instead.

Some faculty members may be approached by management to work on NECHE or other projects during the summer and be paid extra (through Requests to Employee –RTE). If faculty refused to this, it would make a big impact.

Further discussion ensued on other ways in which members could get the message to management about the contract negotiations. Linda Giampa has sent out Twitter messages. We could carry signs at Commencement. We could write letters to the editor to local media. There should be a photo of stand out and a story in the *NECC Observer*.

Tee shirts are useful to alerting management that the membership takes Work to Rule seriously.

More discussion ensued about having Work to Rule begin on July 1.

The following motion was made to amend the original motion to strike out “the first day of the Fall 2019 semester” and insert “July 1, 2019” as indicated below:

If Day Contract negotiations do not result in a tentative agreement by June 30, 2019, the chapter will go on Work to Rule effective on ~~the first day of the Fall 2019 semester~~ July 1, 2019.

The motion was seconded and passed unanimously.

The motion as amended then read:

**If Day Contract negotiations do not result in a tentative agreement by June 30, 2019, the chapter will go on Work to Rule effective on July 1, 2019.**

The motion as amended was passed unanimously.

Linda advised members to watch their e-mail so that everyone is updated on the progress of negotiations and contract actions.

## **6. Delegate Assembly**

Pam Donahue urged members to come to the NECC Delegate Assembly on Saturday April 27. She urged members not to let others do Union business; everyone is the Union. We need to know what other chapters are doing about the Day Contract.

The meeting was adjourned at about 1:30 PM. Next meeting is in September.

Respectfully submitted

Stephen Russell, Chapter Secretary