

NECC Professional Association Chapter Meeting Notes

Monday, March 20th 2017 called to order at 12:05pm in TC 103 and L244

Approximately 45 members in attendance

- 1) Please go to the NECCPA website www.neccpa.org for the most up-to-date information
- 2) Linda Giampa discussed Lawrence Dimitry Renovations
 - a. Next renovation meeting will be Tuesday April 4th from 12-1pm in LA – 101
 - b. Please attend if you have questions!
- 3) DCE Bargaining Updates (see attachment)
 - a. It is still being worked on to try to get concessions that that they want
 - b. If you have any questions about DCE negotiations contact Linda Giampa and she will let you know who to speak with.
- 4) NECCPA Scholarship (see attachment)
 - a. Each year the NECCPA has a fundraiser to raise money for the NECCPA Scholarship. Last year we had a successful “Kiss the Frog” fundraiser and plan to do another “Kiss the Frog” event with new candidates (Stay tuned for the names of our lucky “kissers”)
 - b. In addition to smooching frogs we are planning on doing a “Pick-a-Prize” raffle. We are looking for donations to include in that raffle. We are hoping to highlight the talents of our members. If you have a particular skill (i.e. knitting, painting, photography, etc.) please consider donating an item to be included in our raffle.
 - c. We will also be creating baskets with different themes- if you would like to donate an item to be included in one of these baskets please let us know. The themes and suggested items:
 - i. **Relaxation Basket:** bath oils, scented candles, slippers, tea, etc.
 - ii. **Fun in the Sun Basket:** sunscreen, flip-flops, sun visor, beach towel, etc.
 - iii. **Kitchen Fun Basket:** utensils, recipe cards, spices, apron, etc.
 - iv. **Book Lovers Basket:** paperback books, book-light, book-mark, gift card to bookstore, etc.
 - v. Or team up with others in your department and create your own basket!
 - d. If you would like to donate an item to be raffled off please contact Jennifer Levesque jlevesque@necc.mass.edu or Linda Giampa lgiampa@necc.mass.edu with the details.
 - e. We are looking forward to a very special fundraiser!
- 5) MCCC NEA Delegate Assembly vote took place at approximately 12:15pm via paper ballot
 - a. First time we have had more people than slots
 - b. We were asked to vote for 17 people and 18th person is alternate and should still come in case someone doesn't show up then we still get the full votes we are entitled to.

- 6) Other Elections 2 additional ballots to look for
 - a. You may have received a yellow MTA/NEA ballot in the mail or you may have received an email for Director
 - b. **DEADLINE WAS LAST FRIDAY 3/24** MCCC pink form- login and you can follow the suggested candidates provided by Suzanne Van Wert
 - c. Both Suzanne Van Wert and Joe Leblanc apologized if it seemed offensive for someone to tell you how to vote-- they are suggestions and personal recommendations based on who can best lead.
 - d. Joe Leblanc thanked Suzanne for all her hard work in trying to make the process clearer and that he supports the candidates that she has suggested as they support the vision of the NECCPA.
- 7) At the next NECCPA Chapter Meeting on April 24th, we will be voting for our Board of Directors
 - a. Current Board:
 - i. President: Linda Giampa
 - ii. Vice President: Ann Grandmaison
 - iii. Treasurer: Liliana Brand
 - iv. Co-Secretaries: Kristen Arnold and Stephanie Wares
 - v. Director: Suzanne Van Wert
 - b. If anyone else is interested in running, please let Linda know and they will put you on the ballot. There are currently no open slots, but ANYONE can run for a spot against a current candidate just let Linda know.
 - c. Also, if anyone is interested in seeing what the union and positions are about, but not ready to commit to the board- please see Linda.
- 8) Lisette Espinoza discussed her concern about 2 students she knows about who are not allowed to return to school as their bills had been sent to collections.
 - a. She reports that she was not aware of this practice and that it is hurting our students. She wanted to know if there was anyone who is aware of the process so she can inform her students about their next steps.
 - b. Espinoza states that she contacted the VP of Lawrence, Noemi Custodia-Lora, and that Custodia Lora told her she did not have the exact details but would look into the students situations for her.
 - c. Stephanie Wares reported that the Bursar is the office that determines how long a student can have an outstanding bill before it is sent to collections, payment options, etc.
 - d. Wares also stated that the college just hired a new bursar that started last Monday, and that Wares is unsure if the new Bursar is intending to make changes in current practices- but that office is the place to start with your questions and what the process is for helping those students.
 - e. Andrew Morse asked if the process is different from that of students who have defaulted on loans previously.

- f. Wares stated that they are 2 different situations - the situation that Espinoza was discussing appears to be more of a student did not pay their NECC bill, for whatever reason (maybe their aid was not processed because they forgot to turn in paperwork- maybe it was a remaining bill after their aid had been processed). Those situations where a student has an outstanding bill and are then sent to collections have a hold placed on their account that they cannot register for classes until the bill is resolved. The situation Morse is referring to would potentially still allow a student to register as long as they could self-pay for classes as their aid may be denied until their previous loans are out of default.
 - g. Espinoza asked if it affected their credit score- Wares reported that she is unsure- and reminded everyone that she is speaking as an Academic Advisor and not on behalf of the Bursar's Office.
 - h. Leblanc also stated that he wants to know if it is a new policy or not/how does the process work?
 - i. Wares reported that it is not new procedure- but unsure of how long it has taken place or if it has changed over the years.
 - j. Morse stated that on Wednesday, March 22nd Mike McCarthy would be coming to the executive committee meeting and asked that anyone with questions please email Andy Morse and he would ask him.
 - k. Paula Richards stated that students she has had students who had bills and didn't realize they could take out a student loan to cover the remaining costs of what their grant money did not cover.
 - l. Kathy Holmes also mentioned that you can look at your advisee list NOW-- and look at their holds and send those students an email NOW that they should talk to the Bursar and Financial Aid-- so they can get a jump on it.
- 9) Steve Russell -- reminded members to vote in municipal local elections-- if you care about education and progressive causes support those who have your views to fight the potential for new tea party members

10) Early Retirement Incentive

- a. Bill Heineman discussed the incentive at the All College Assembly but now people are being told to talk to the Union- not to HR. Although in Steve Fabbrucci letter to the college it said to speak with HR.
- b. Giampa asked Fabbrucci what is happening with the incentive and he reported that the college will not be offering it. Giampa asked if he would be sending out a memo-- and his response was that he would not be saying anything else about it.
- c. Giampa reported that this situation affects even those who are not thinking of retiring because it speaks to the core of labor and management relations and honoring an agreement and then going to change an agreement after it had already been stated and telling people if it's not changed then we'll take it away from you.

- d. not a way for labor and management to operate-- if you have an agreement you have to honor that agreement, you can't go back on the agreement

- e. Donna Sirutis, MTA Consultant temporarily assigned as MCCC liaison
 - i. Donna spoke and provided a summary (see attached) of the conversations between Dennis Fitzgerald (MCCC Day Grievance Coordinator and MCCC president's designee for cost-savings proposals), Donna Sirutis (MTA consultant) and John Casey (attorney for the employer).
 - ii. Donna suggests that NECCPA as a chapter should set forth some actions. Sirutis has already urged Giampa to file a chapter grievance on behalf of the whole chapter. As this is an unfair labor practice by going back on the agreement, as such Sirutis will be filing an Unfair Labor charge.
 - iii. She states that this affects more than just those who were thinking of retiring. Since this was supposed to be a cost saving measure designed to prevent entrenchments by college, so that people would not lose their jobs.
 - iv. Therefore, she believes that this sends a message that means the President decided that the language of the agreement, which would have specifically barred just one individual from taking advantage of the incentive, is more important than peoples jobs. She states that this situation is more serious and goes to the moral issues on this campus-- is it right for a president to throw out an entire agreement because of language in it (that was agreed upon) and the one individual that it affects even if it could end up costing more people their jobs in the long run?
 - v. Again, please see attached document provided by Donna Sirutis for details.

11) NEXT CHAPTER MEETING:

- a. **Monday, April 24th TC 103A and L244 12-1pm**