

NECC Professional Association Chapter Meeting Notes

Wednesday September 20th 2017 called to order at 12:30 in TC 103A and LA 101

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 welcomed members to the start of the fall semester and also introduced the NECCPA Board of Directors
 - a. Suzanne Van Wert- Director and represents NECCPA at the MCCC Board of Directors
 - i. Described how the Delegate Assembly voted for no-confidence in MCCC President (Diana Yohe) and Vice President (Jeffrey Seidman) and at the next meeting in June Suzanne motioned for the President and VP to resign, the motion was passed overwhelmingly by the MCCC Board, but they did not resign.
 - ii. She also described how an election at Mt Wachusett Chapter President election was in contention. It was won – but the person who lost the election, contested on the grounds that there were no absentee ballots.
 1. In the course of investigating that charge – the nominations and election committee recommended that the election results be rescinded and a new election should take place
 2. Over the course of investigating it was found out that the person who lost the election had also run for office at other colleges and had been elected as a Director At Large and a delegate for Delegate Assembly here at NECC. Therefore the board found that he was contesting an election where he did not have the right to vote since he had voted at NECC first. He was therefore disqualified from MT Wachusett election.
 3. Van Wert stated that the bigger issue is that part time employees vote at the colleges where they teach. Should we consider rules regarding part timers voting at the different schools that they teach at? She would like you to send her any feedback that members have on this topic.
 - iii. Joe Leblanc- also spoke as a member of MTA board and current NECCPA member- Spring 2018 MCCC Statewide election for board members will be happening and that we need to mobilize and vote.
 - iv. Pam Donahue- asked about new contract- Van Wert stated that the call for members for the negotiating committee will go out soon and negotiations should begin in January and happen through the spring. MCCC members are covered under the current contract until the end of Spring 2018.
 - v. Van Wert reported that the DCE contract still has no monetary offer.
 - b. Jennifer Levesque- Vice President and Co-Secretary
 - i. Available to answer any questions
 - c. Tom Greene- Chapter Grievance Coordinator

- i. Deal primarily with questions about contract violations, answering questions about issues between administration and faculty/staff and is a general source of information. Also discussed member's rights to have a union representative in a meeting.
 - ii. Questions was asked to Tom Greene about having to sign a waiver for a course they were going to teach. Linda Giampa stated that anyone who has experienced this should talk to Tom.
 - d. Louise Michaud- Professional Staff Representative
 - i. Louise is a part of the Unit Professional Committee
 - 1. They meet in Worcester every year to address issues with main goals to help professional staff better foster student success, retention and graduation rates
 - a. Urged professional staff to look at the MCCC webpage <http://mccc-union.info/up/> for information about new members, classifications, E5 and E7, etc.
 - b. She's available to answer questions.
 - e. Stephanie Wares- Co-Secretary and Webmaster
 - i. www.neccpa.org – please send me comments and suggestions for the website
 - f. Liliana Brand- Treasurer
 - i. Meets with all treasurers once a year in Worcester
 - ii. Manages all expenses of NECCPA—pizza, mileage, MCCC Conferences
 - iii. Supervises Scholarship Fund
- 3) Linda Giampa discussed College Service for Faculty
 - a. Had to be filled out by Oct 15th
 - b. Suzanne Van Wert stated that faculty should put course release time, etc. on college service form- even if the hours aren't counted toward college service because you are getting reassigned time, but it should still be listed on your college service form
 - c. On the first part – do not over promise things that you plan to do- be realistic.
 - d. If a supervisor wants documentation of the things you've done, then they need to ask you after the first submission of the form.
 - i. Supervisors should not be asking for documentation at the end of the semester—after the service has passed.
- 4) Linda Giampa discussed Course Materials for faculty
 - a. Should have been given to your supervisors and you should get them back
 - i. If you have problems see Tom Greene or Linda Giampa
- 5) Michael Pierce was asked about the faculty lounge on the 2nd floor of Spurk
 - a. It was decided that a pin code lock would be used for faculty
 - b. Linda Giampa asked about Key's to faculty offices—many people replied that they did not yet have a key—some were full time faculty and some were part time.
 - i. Please let Linda know if you are still having problems with keys.

6) Summer 2017 changes

- a. Linda Giampa discussed the negativity that occurred throughout the summer- with retrenchments, re-org's layoff's etc.
 - i. Stated how many of these were done in a cruel way that was distressing for both those who were leaving and for those who are still here. Those who were left are fearful of what may happen to their jobs.
 - ii. It was discussed with President Lane Glenn how these changes were being handled and Linda Giampa stated that he believed it would be better to do things this way (trickled layoff's/retrenchments) vs. all at once layoff's/retrenchments
 1. Linda Giampa believes it was done this way to avoid mass attention to many employees being let go.
 - iii. Discussed retrenchment of a union position that was then moved to a non-unit professional position. In AFSME they were told that they don't have bumping rights.
 1. Both of these are very strong tenants of what a union is- and are being completely ignored.
 2. Unfortunately, administration has the time and money to drag grievances out- while employees are now jobless and needing to most past the situation
- b. She questions how money is being saved when promotions are being given to non-unit professionals

7) Budget Forums

- a. Linda Giampa stated that it is VERY important that when these forums take place (which are being rescheduled) that unit members should ask questions about why particular decisions are being made-
 - i. Should go to the forums prepared—look around your department and think about who's there and not there anymore, food request changes (NexDine vs. other vendor bids), printer's being taken away, work load increases.
 - ii. If direct student contact positions are being taken away and that money is going to people who have less student contact, then how are we helping our students?
 - iii. Linda stated that she would try to get numbers of how many people were let go compared to those who have received promotions.
 - iv. Pam Donahue talked about how in the past when she received a NexDine bid, it came back way over priced and so she went with the cheaper option. The person she was speaking with told her that she could've come back asking for a lower charge and she told him no—that he came in with a high cost to begin with that was unreasonable and that she did not want to work with them.
 1. Members raised concern as to how it affects student clubs and Linda Giampa stated that she would clarify if it had to be over \$200 to go to bid?

- 8) Linda Giampa discussed Board of Trustee's announcement in June minutes about the "Board's recommendation for President Glenn to receive the maximum available merit based increase, recommend the maximum percentage that the board is able to allocate and recommends to the commissioner that he consider allocating to President Glenn the maximum percentage under the commissioner's discretion based on his performance evaluation. The board members also asked that President Glenn receive a further equity adjustment to his base salary as it has been requested over the past three years, as Dr. Glenn has taken on several additional responsibilities during his time frame and warrants an equity increase".
 - a. There was no specific \$ amount discussed by the board.
 - b. There were no percentage amounts specifically mentioned.
- 9) Linda Giampa states that this is why it is so important to attend the budget forums and ask questions and that if you feel uncomfortable then give your questions to Linda and she will ask them for you.
 - a. Do not accept vague answers that lack detail!
- 10) Joseph LeBlanc asked where we are in terms of MCCC year to year membership and that we should find out how many members we have lost each year- and stats break down.
- 11) Linda's final words "Watch out for one another! We really do need to stick together and not just within MCCC- but with AFSCME too! Support one another and be kind to each other!"

Next Meeting: Monday October 23rd 12:30-1:30 TC 103 and LA 101

Website: www.neccpa.org