

Management Association Committee for Employee Relations (MACER) Meeting Notes – 20 September 2018

Present for Union: Linda Giampa, Kathy Holmes, Louise Michaud, Tom Green, John Daly, Jennifer Levesque, Steve Russell

Present for Employer: Bill Heineman, Mike McCarthy, Steve Fabbrucci

1. Parking in Lawrence – Linda Giampa pointed out confusion in the recent college-wide e-mail addressing this topic, especially the determination of the timing for assessing when the lots were full and members were eligible for validated parking. She said that the real problem is that people not associated with NECC were using the college parking and that no one is monitoring this. She also gave Mike McCarthy a copy of a photo showing a state car taking up 2 spaces. Also the blocking of the Amesbury Street lot exit through the Police station lot presents a dangerous situation.

Mike McCarthy said that validated parking is very expensive, as much as \$100,000 per year in the year prior to November 2017. NECC, he said, will never have enough parking in Lawrence for everyone when the Dimitry Building is completed. For that reason, the College cannot and will not charge fees for parking. McCarthy further stated that there will be a person (a rover) on duty to check to ensure that all cars in the lots have the NECC tag.

It was discussed that the people in Lawrence are being marginalized here. They have already experienced terrible problems with the gas leaks earlier and now a student or staff members comes to the College only to have to look for a spot and be told that a ticket cannot be validated because he or she parked when there were spaces available in the College lots. This is unacceptable.

Linda Giampa closed the discussion of the Lawrence parking situation with a request that communication be clear and that policies be fair.

Moving the discussion to Haverhill campus parking, Mike McCarthy indicated that there plans to repair the C-Building Lot with funds coming from DCAM over the next 5 years.

2. Support Services at Riverwalk
 - a. Bill Heineman said that there will be an IT support person there regularly.
 - b. Mike McCarthy will look into concerns about cleaning.
 - c. A discussion ensued about the locked entry to the fourth floor there. Someone needing to access the fourth floor there and not able to use the internal stair between the third and fourth floor, must exit the elevator on the third floor, make arrangements with the security guard there to open the fourth floor door, reboard the elevator, and finally exit on the fourth floor.
3. New Hires – Linda Giampa asked if it would be possible for a Union presence when a new hire in the faculty and professional staff collective bargaining unit is brought on board. This would be to advise the new hire about Union membership. Steve Fabbrucci agreed to meet with Linda separately to see how this could be worked out.
4. DCE Sick Leave – The Tentative Agreements provides new guarantees of sick leave for DCE faculty. Steve Fabbrucci indicated that two questions need to be explored: 1) How a

member accesses information on the unused balance and 2) how to use accumulated sick leave. He and Linda Giampa will discuss.

5. Professional Staff Concerns – Linda Giampa outlined areas of concern:
 - a. Recent relocations of many professional staff members left members with a sense that their contributions were not valued by the College. Members were asked for input and they went through great effort to provide it, yet the advice was not taken by management and no explanation as to why the advice was disregarded was provided. The design of new offices, in many cases, is not conducive to student privacy. Doors to cubicles have been removed without explanation.
 - b. With the departure of staff, people who remain are often given extra work. In some cases, new staff are hired, but not always. Bill Heineman responded that hiring decisions are based on budget and he does the best to fill as many positions as possible.
6. Transparency About People Leaving NECC – The recent “Farewell” statements at Convocation painted too rosy a picture about how well some staff who were laid off were faring. Linda Giampa pointed out that it is not accurate to indicate that everyone is doing well, because some people who were laid off are not doing well. It was agreed that it would be best to simply indicate that staff had left and not provide an assessment of their well-being.
7. Enrollment and Budget – Bill Heineman said that fall enrollments and budget would be discussed by Lane Glenn at the President’s Staff Meeting on Monday September 24. It appears, however, that the contingency plans for decreased budgets based on enrollment will be adequate. No unanticipated decreases should occur.

The next MACER meeting is scheduled for Thursday 18 October.

Respectfully submitted

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