**NECCPA – March 27, 2023 Chapter Meeting Notes**

**Northern Essex Community College Professional Association**



NECCPA President Linda Giampa called the meeting to order shortly after 12:30 PM on Zoom on Monday March 27, 2023. About 55 members attended.

1. **NECCPA Scholarship** – Laura Mondt has volunteered to head up the NECCPA scholarship drive. The main fundraising event will be a 50/50 raffle. This will be kicked off with a social on April 13 in Lawrence and April 19 in Haverhill. Details will be forthcoming. Linda asked for volunteers to help Laura and also to read the scholarships. The scholarships will be awarded at the May 1 NECCPA meeting.
2. **DCE Grievance Coordinator Chapter Positions** – Tom Greene asked Linda reminded the members that the chapter needs a DCE Grievance Coordinator. This position can be filled by any member. It is a good way to get a sense of what is going on at the college.
3. **Delegate Assembly** – The MCCC Delegate Assembly will be held on Saturday 22 April on zoom. More information will be forthcoming.
4. **Strategic Action** – Linda reminded that group about e-mails recently sent asking members to contact the governor’s office to lobby for the governor and office of Finance and Administration to set improved salary increase parameters. MTA Consultant Bret Saffarian indicated that these have not yet been determined, so now is the time to make sure the governor understands our position. Once these are released, they will be impossible to change. Linda reminded members to be sure to use personal devices, not college equipment or accounts when sending e-mails or making phone calls.
5. **Contract Back Pay** – Linda indicated that it will probably be June before the governor submits a supplemental budget that includes retroactive pay, grid adjustments and COVID bonuses in the recently negotiated 2021-2023 contract. So, it will be toward the end of the summer when members actually see any money. She added that the negotiations for the next day contract should be underway by then.
6. **MACER** – Linda asked that members who have concerns about work issues at the college, to please contact her or a member of the chapter executive board so that these issues can be discussed at MACER, on the third Thursday of every month (including summer). If the leadership doesn’t know what is bothering members, the issues cannot be addressed. MACER is the Management Association Committee for Employee Relations, a contractually mandated committee that meets monthly to discuss working conditions that affect MCCC members.
7. **Retrenchment of a Position in the Center for Social Justice and Equity** – A member asked what the mission of these new center was, and why it was so important to retrench a position (and thus a member loses her job) who is intensely involved in the kind of work with which the center is concerned. The member has worked tirelessly on food insecurity, housing, service learning, civic engagement and other initiatives, many involving building bridges to the community. All of this work is absolutely necessary to enhancing equity, to the success of our students, to enrollment and to the college’s relevance to the community.

Once a position is retrenched from a position, it is four years before the work of that position can be reinstated. So the essential work cannot get done. Discussion ensued about the logic of this action. Members indicated that this action may relate to personalities. Furthermore, the point was made that the college president, Lane Glenn is ultimately responsible for this decision.

Discussion ensued about a similar situation in Tutoring several years ago. The college then also sought to retrench positions. Contractually this was allowable, but unacceptable as the tutors who were performing essential work would lose their jobs. Members protested consistently and vocally and management changed its position.

Linda encouraged everyone to advocate for the member. The Board of Trustees as well as students and the community should be aware of this action. The Union’s response must be coordinated, however. Linda asked that anyone interested in working on this should let her now. Several members immediately indicated their interest.

The meeting ended about 1:15 PM. Next chapter meeting is scheduled on zoom for Monday May 1, 12:30 PM.

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary