**NECCPA – February 26, 2024 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 February 26, 2024. About 48 members attended.

1. **Chapter Positions** – Linda announced that Jeff Mejia has agreed to be the Chapter DCE Grievance Coordinator. Thanks to Jeff for taking on this important role.

Linda reminded the group that the chapter now needs a Day Contract Grievance Coordinator, as Tom Greene has taken a job outside of the unit and can no longer serve in the grievance coordinator position. It’s a great opportunity for someone to learn what’s going on at the College and in the Union. Anyone who would like to help out, contact Linda.

Thanks to Tom for many years of fine work in this position.

Linda also announced that at the end of the semester a new Chapter Vice-President will be needed as Trisha Portanova will be stepping down from that position. Linda urged that a faculty member step up to fill this position.

1. **Salary Recalculation Sheets** – Linda said that the final notice for the salary increases effective July 1, 2022 should have been distributed to all Day Contract members by now. Anyone who believes the calculations are incorrect should contact Linda.
2. **DCE Seniority Lists** – These should be updated and are on the MCCC web site. Please see Linda if you cannot find it or if you believe your seniority calculation is incorrect.
3. **Personnel Folders** – Linda reminded all members to check their personnel folders at least once per year. Be sure that all information in the folder is something you think is appropriate to be there and is accurate. Also it is an opportunity to be sure that everything that you think should be in the folder is there, including accolades from students or anyone else.
4. **Telework Policy** – Linda reminded the group that anyone can apply at any time to work remotely, but you must reapply on July 1 and January 1. If you cannot find the form on the college web site, call Linda or Laura.
5. **E-7s** – Professional staff should receive their E-7s (listing of job responsibilities) within 30 days of hire or every July 1. You need this to be evaluated. If you have not received one, see your supervisor or talk with Linda or Laura.
6. **MCCC Delegate Assembly** – Linda asked for volunteers to attend this year’s assembly on Saturday April 20. The assembly will be held on zoom.
7. **Open Forum** – On Wednesday March 27 from 12 to 1:20, College Chief Operations Officer Mike McCarthy will be holding an open forum related to finance, IT issues, public safety. If you don’t feel comfortable asking a question, send your question to Linda..
8. **New Day Contract** – This contract for the period beginning July 1, 2023 has been ratified by the membership 742-21. Linda extended thanks to the negotiating team. The funding for the back pay for this contract has been included in a supplemental budget (still pending in the Legislature). The funding for the raises going forward from July 1, 2024 will be part of the regular state appropriation for the fiscal year 2025. This clarifies some confusion at MACER about when back pay funds and funds for the increased salaries for FY 2025 would be paid.

MTA Consultant Bret Safarian added that bargaining for contract beginning July 1, 2025 will be underway soon. This is a major new development, since contract negotiations usually don’t begin until the contract has expired.

1. **Work to Rule** – Discussion ensued about whether the chapter should remain on WTR, given that the funding has been included in budgets. The point was made that the WTR resolution adopted in October specified that the chapter would remain on WTR until the first payment under the contract was made. Discussion focused on whether this was still the approach the membership wanted to pursue. The purpose of WTR is to make management uncomfortable enough so that they advocate for rapid approval of the supplemental budget. Even without WTR, colleges are having a hard time filling positions, given the low salaries.

Members felt that WTR was not being consistently applied. Linda responded that it is really up to each individual member to decide what work they think is appropriate not to do. It is important however to let someone know that you are not doing something because of WTR. For example, you may decide not to do the progress reports, but you still need to reach out to students on your own and then let the progress report originators know that you are not doing the reporting because of WTR.

For governance committees, members have to attend but a motion can be made to adjourn. Something that benefits a department may not be something you want to give up, for example, being on a hiring committee. We don’t want management making decisions on hiring without member input.

Linda recommended that newer members not pursue WTR too rigorously.

1. **Morale Issues** – There was discussion about the Gallup survey. Members were not clear that anything would be done at the institutional level. Many indicated that they were happy with their work areas, but not with the College itself, and many decisions affecting morale are made at the College level. Members expressed an interest in seeing action plans to address issues posted publicly on the web site.

Linda reminded the group that members can submit morale issues for discussion at MACER. Try to do it ahead of time.

The meeting ended at about 1:30. The next chapter meeting will be held on zoom on Monday March 25 at 12:30.

Respectfully submitted,

Stephen Russell, Ph.D.

NECCPA Secretary