**NECCPA Meeting Notes for 28 February 2022**



The meeting was held on zoom. Chapter President Linda Giampa called the meeting to order at about 12:30. About 45 members attended. Linda first and acknowledged the great courage of the Ukrainian people and asked members to keep the Ukrainians in their thoughts and prayers.

1. **Help Wanted!** – Linda indicated that there is still a need for a DCE Grievance Coordinator as well as a representative to the state Strategic Action Committee (SAC). Also there is a new position opening up for a Contract Action Team (CAT) support for the Day Contract bargaining team. The Union is in the midst of negotiation and someone is needed to coordinate the chapter’s efforts to push for the best contract possible. Please contact Linda if you are interested in any of these positions.
2. **NECCPA Scholarship** – Rebecca Rose and Liliana Brand are working on a fund raising effort for the scholarship fund. It will probably involve a raffle of scratch tickets. Help is needed to sell the tickets. Contact Rebecca Rose to volunteer.
3. **E-7s for Professional Staff** – Form E-7 is the job description for professional staff. It is important that these be accurate. The college has historically not been careful about these, so it is important that members ensure that the form reflects the work that each member actually does as E-7 is the basis for the performance review.
4. **COVID Protocols** 
   1. Testing positive – If you test positive or come into contact with someone who tested positive fill out the exposure form. COVID team will contact you to discuss your situation. If you test negative, then you are cleared to come to work.
   2. As of the meeting time the mask mandate is still in effect. [This was discussed at MACER on 10 March when Lane Glenn announced that the mandate would end on 21 March, even though the Union expressed its position that the mandate should be continued until the end of the spring semester.] The Union is especially concerned about professional staff members who come into contact with the public who is not vaccinated.
   3. Remote Work – If you want to work remotely, you must fill out an application. If you don’t request remote work you will not get it. If you believe you have been unfairly denied, contact Linda or Tom Greene.
   4. Accommodations – These are administered pursuant to the Americans with Disabilities Act (ADA) and are separate from requests to work remotely. An accommodation may entail remote work. Be sure you understand how long your accommodation is for, as they are not for an indefinite period. Linda reminded the group that HR is understaffed and behind in all of their work, so it is important to anticipate deadlines.
5. **Contract Updates** – Janel D’Agata-Lynch, Director reported that a tentative agreement has been reached for the DCE Contract. Here is the link to the TA: <https://mccc-union.org/wp-content/uploads/sites/69/2022/02/SIGNED-MCCC-DCE-2020-CBA-Final-TA-Feb-8-with-MJM-and-DP-esignnature.pdf>

As for the Day Contract, Janel reported that the Union and management are still far apart. She added that is why the Contract Action Team is important.

1. **MCCC Elections** – These are for MCCC officers. Elections are open until 25 March, 4:00 PM. You should receive instructions in the mail on how to vote on-line.
2. **Conversion of courses to Directed Study** – Tom Greene indicated that in Spring 2022 many class sections were converted to Directed Study when the enrollment was seven students or less. It is important to note that you do not need to meet students for the same number of hours or have the same work as in a regular section.
3. **Days on Campus for Faculty** – Tom discussed management requirements for faculty to be on campus. The contract requires faculty to be hold office hours on as much as 4 separate days per week. That can be decreased if a members has less than 5 classes. Also if a member has at least one on-line class, one office hour can be on-line. Also office hours are reduced for large numbers of class preparations. Management seems to be looking at having faculty members on campus for 2 to 4 days per week. No specific directives have been issued.
4. **Multi-Factor Authentication** – You will be asked to enter a code to login to NECC systems. You can choose to have the code transmitted to you by phone, text or e-mail. It is part of a state wide requirement. The authentication will not be required on campus.
5. **MOAT/Know B4** – The training for security and ethics will now be gradually moved to a new company Know B4 instead of MOAT.
6. **Pressure for Grading** – Tom discussed pressures that appear from time to time for faculty to change grades. If an administrator changes a grade without your permission, let the Union know. Let the Union know even about subtle pressure. The Union will elevate your concern without your identity being revealed. It is important to identify hot spots of this activity, that is, specific deans. Linda added that members need to come forward; otherwise the Union can’t address these issues.
7. **Professional Staff Snow Days** – If you are required to work on snow day you should be given a comp day. There was also a comp day for professional staff who got vaccinated. That day has to be used by March 3. It is not clear that HR is doing what it should to track all of this. Let the Union know if you have not received a comp day to which you are entitled.
8. **Graduation** – A member asked if one who has an accommodation could attend graduation remotely. It appears that the graduation will be on zoom.
9. **On-Campus and On-line courses** – Tom reiterated that management determines what courses are to be offered in what modalities and who will teach them. There has been a goal of having 50% of classes on campus. A full-time member without an accommodation cannot refuse to teach on-campus or on-line. For DCE members the first class is assigned by seniority.

Meeting was adjourned at about 1:30. Next meeting is Monday 28 March, 12:30 on zoom.

Respectfully submitted

Stephen Russell, Ph.D.

NECCPA Secretary