

MACER June 20, 2024 Meeting Notes

Management Association Committee for Employee Relations



Representing Management: Paul Beaudin, Vivian Cavazzi,

Representing NECCPA: Linda Giampa, Louise Michaud, Steve Russell

Meeting held in President's Conference Room

NECCPA President Linda Giampa began the meeting at about 2:00 PM, June 20, 2024.

1. DCE Back Pay – Vivian indicated that all payment for DCE retroactive pay has been completed.
2. Part Time Professional Staff Salary Grid – Linda indicated that supervisors have sometimes conveyed to part time professional staff that the salary grid prohibits the College from paying them above the amount indicated on the grid. The contract itself says that colleges may exercise discretion and pay staff members above what is on the grid. Linda admitted that there may be good reasons why a supervisor may not want to pay above the grid amount, but it is not because of any contractual prohibition. It makes the Union look like the bad guy who is inhibiting salary increases. Paul admitted that Linda had a point and would convey that to supervisors under his direction.
3. Tuition Free Community College – Linda asked if Paul knew if there was a chance that this would be enacted in time for the Fall 2024 semester. Paul indicated that the Legislature still needed to complete action on this. If enacted as it stands presently, funding for “free community college” would probably mostly emanate from existing sources (such as MassReconnect), that is, there is no new and reliable funding source. Moreover, he speculated that such a measure would be similar to MassReconnect in its implementation. That is, it would happen without much advance notice. Probably, he said, the colleges would not see a large influx of students until the late fall 8-week semester or even in the spring semester. He hoped that is with MassReconnect, colleges would receive extra funds to help with the costs of starting up, that is, additional support staff, etc.
4. **Day Contract Retroactive Pay** – Vivian indicated that this would be included in July 5 pay. Also payment would be than made to those who have left college employment since the enactment of the increases. We are still waiting on appropriations for the 2% for 2023-24 and 4% for 2024-25. Any increases for reappointment, tenure, etc., will be documented to employees on an Information Sheet. Vivian also reported that staffing changes in HR will help process these raises effectively.

5. **Air Conditioning in Dimitry Building** – Repair of this air conditioning is projected to be a 7 to 10 day job. There are a few portable air conditioners available. Paul indicated that if people are not comfortable working at their usual posts, they have the option of moving to another building in Lawrence or Haverhill. Working at home may be a possibility for those that have a VPN and permission of their supervisor. Supervisors will be sharing information about this with staff. As it happens, there are no classes now in the Dimitry Building.
6. **Lawrence Space Changes** – Linda indicated that the membership is alarmed over proposed moves. A particular example is the Testing Center there which has been configured to specific professional standards. The consensus was that not many changes will be implemented in the near future.
7. **July 5** – While this is not a holiday, Paul indicated that remote work requests and vacation day requests will be accommodated based on workload in each area.
8. **Last Week of August** – Paul indicated that he is asking professional staff to avoid taking time off during the last week of August. He expects that to be a very busy time.

The meeting ended at about 2:45.

It was agreed to skip the MACER meeting scheduled for July.

Next MACER meeting is scheduled for Thursday August 15 at 2:00 PM.

Respectfully submitted,
Stephen Russell, Ph.D.
NECCPA Secretary