

Management Association Committee for Employee Relations (MACER) Meeting Notes – 15 November 2018

Present for Union: Linda Giampa, Tom Green, Louise Michaud, Steve Russell

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

1. Facilities Issues – Linda Giampa discussed how people need to be informed about changes in facilities practices. For example, while keypad locks on doors are a good idea, people need to know the codes. When trash pick-up schedules change, people need to know.

At the Amesbury Street building in Lawrence, there is a smell which does not seem to go away. Mike McCarthy said air quality has been tested, filters have been changed in the vents. It was suggested that it could be a rug. Mike will look into it further.

2. Faculty/Professional Staff Safety Issues – On November 5 a professional staff member met with a student and the student became angry. The member called Security, but also notified other staff members about the student. The member was told by administration not to discuss the student with others unless the threat was immediate and that she was not qualified to determine if the student was a threat. The member was told this would be a FERPA violation. It took over a week for this to be sorted out and the member feared that the student would be a danger to others on campus. She heard nothing from anyone about the status of the report.

Bill Heineman said that the college needed to organize professional development around situations like this. Staff need to understand student due process rights. He admitted that the reporter should have been informed more quickly. Linda Giampa said that it is more important to talk about the procedure rather than this individual incident. We want people to report problems, but the reporter must be taken seriously. Glenn stated that it is not fair to say that faculty and staff are not supported. Lane Glen emphasized the importance of FERPA, Giampa agreed but stated that the law can be misinterpreted and suggested more information about FERPA be available to faculty and staff. Mike McCarthy said that he is committed to further public safety training. Bill Heineman said that the process is outlined in the Student Code of Conduct. In any case, an individual staff members should not be discussing threatening situations unless the danger is immediate. The state policy on workplace violence is not well understood.

3. Academic Calendar 2019-2020 – Linda Giampa told Bill Heineman that she saw not problems with the proposed calendar.
4. Capital Campaign – Lane Glenn talked about the success of the Capital Campaign and said he would say more about it at the President's Staff meeting on November 19. He also spoke about the change in designation of Valley Works to Mass Hire.
5. Student Success Hub and Learning Accommodations Center – Bill Heineman indicated that he would be sending an e-mail about changes in physical location there.