

Staff Concerns –January 2016

Comment/Concern: I work in the Education Services Building. For the last several days, usually around 4 or

4:30 p.m., a strong odor of cigarette smoke invades my office. I am located on the first floor in the back of the building, near the jail. I'm not sure who is smoking - or where - but it's extremely disruptive to me. I have severe allergies and COPD; this smoke has led to increased use of my rescue inhaler during these time periods. Since the Education Services Building is connected by a sally-port to the jail, this concern has been addressed in the past (by Eddie Frazier) with Wes Coldiron; Mr. Coldiron has been very responsive and indicated that he had addressed the situation with his staff. I'm not sure what policies are in place for smoking in/around this building since part is owned by MSU and part is occupied by the jail. Is smoking allowed around the building? Or - since this is part of MSU - is this also a tobacco-free area? If this area is a tobacco-free area, could additional signs be placed? I would appreciate some relief from this situation. Thank you. Jennifer Cady

Action: Director of Risk & Compliance James Frazier checked the outside of the building and notice the signage was missing. At a different time, he smelled smoke and checked the sally port door and found the seal to be loose and less than ideal. He has put in a work order to have the new signs placed and submitted a work order for Facilities to apply weather stripping and seal up the sally port door.

Comment/Concern: With MSU encouraging faculty and staff to lose weight and have healthier life styles, I would like Staff Congress to see if Human Resources could work with the Rec. Center to offer faculty and staff two free group fitness classes a week. Faculty and staff use to be able to take unlimited group fitness classes and we lost this benefit once the new rec. center opened. I feel like this would help encourage faculty and staff members to use the rec. center more, plus it would give them additional resources to achieve a healthier life style.

Action: Via e-mail, HR Director Harold Nally stated:
Thank you for your email. I will be glad to engage the Rec. Center with this proposal and report back as soon as possible.
NOTE: COMMITTEE CHAIR McDANIEL will also invite the new Recreation and Wellness Director to the March meeting to address Staff Congress.

Comment/Concern: The compensation plan designed to bring faculty and staff salaries to market has led to some negative implications for a number of faculty and staff who are near retirement. KTRS will not recognize any compensation increases received by salary and staff if they decide to retire. A number of people have filed for retirement only to learn about the issue after the fact. How many MSU faculty and staff members are close enough to retirement to be impacted by this situation? Has MSU notified employees with 25-26 years of service aware of the situation? And, what is being done on their behalf to fix the situation since people come first at MSU?

Action: HR Director Harold Nally stated this concern came in a few days prior to the meeting and he was working with Jane Fitzpatrick to craft an appropriate answer. Mr. Nally read a passage from the Teachers Retirement 2011 Legal Edition regarding this issue. This issue is a legislative issue and must be handled by the legislature. Mr. Nally stated both MSU HR and KTRS is aware of the situation.