



Stronger Together

The Leading Voice for Camps in Massachusetts

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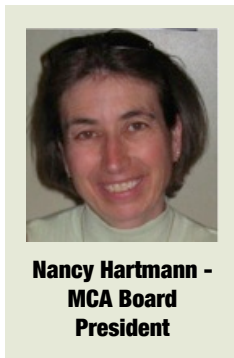
N A N C Y ' S C O R N E R

Nancy's Corner

If you have questions for Nancy, please call 978-725-6294 or [email](#).

MCA is a CHAMPION for camp professionals and their programs throughout our state.

We are making a difference as professionals working together to inform legislators, networking as colleagues, facilitating education around risk management, and providing platforms for sharing programs that will ensure quality experiences within our camps year in and year out.



**Nancy Hartmann -
MCA Board
President**

This year MCA in partnership with our lobbyist has been instrumental in working with legislators on considering different language around "Christian's Law" a bill designed to ensure all children would have access to lifejackets when swimming in all non artificial swimming environments. Our action with this bill has hopefully ensured that camps can continue to operate swimming programs while still ensuring the highest level of safety for our campers.

In addition our board has offered multiple roundtable opportunities including an excellent workshop on best hiring practices. This May watch for the New Camp Directors Workshop being offered in partnership with ACA New England.

On April 26th, we will host our popular spring workshop where we have the opportunity to meet with the MA Department of Public Health about our current summer camp regulations and

the MA Department of Criminal Justice Information Services on the latest news around CORI regulations. In addition we will discuss how we can strengthen our relationships with our legislators and share ideas with colleagues on successful initiatives within our camps.

I hope you will join me on Saturday morning, March 31st, at our annual meeting to celebrate all the great work our board and members have been doing. Checkout our website, feel the great energy in our growing membership, attend a workshop, and most importantly GET INVOLVED with our CHAMPIONSHIP TEAM!

Best wishes for a fabulous spring preparing for that "best season yet" and I look forward to seeing you at the next MCA event!





Legislative Alert

UPDATE - Bill to Require Lifejackets for All Swimmers in Non-Pool Swim Areas *Action Item*

The Massachusetts Camping Association supports the safety of children in camps and works with the MA Department of Public Health on regulations that govern licensed camps in MA. One of the bills we have been following recently passed through the Senate and has been referred to the House Ways and Means Committee.

Christian's Law – [Senate Bill 2075](#) would require a PFD for each minor who will be present in a non-pool

swimming or diving area. This bill has passed the Senate and the House is taking it up. We have suggested language changes that would help camps to implement the bill's requirements and for the DPH to oversee the regulations. It was moving very quickly but is getting some oversight in the House. If the bill does pass, we will have information for camps on the extent of the requirement. The input that camps provided in December and January has been helpful and our meetings on the Hill have generated support.

in our last issue, we alerted camps to the potential law and many of our camps responded by writing their

Massachusetts legislators. The result was legislator support to revise the language of the bill that we hope to have incorporated into the final bill.

By being stronger together, we are helping create legislation that enhances the safety of all Massachusetts camps with reasonable regulations.

Thank you for all your support!





The MCA is committed to providing you with the latest news on legislative issues occurring in the Massachusetts State Legislature. By following bills from start to finish, we ensure that Massachusetts camps have a “voice” in the process and can implement legislative changes that are critical to the camping industry’s health and survival.

AN ACT RELATIVE TO THE SAFETY OF CHILDREN IN CAMPS ACTION ITEM

At the request of MCA, Rep. Turner of Dennis presented [HB 2272, Turner](#) legislation to prohibit sex offenders from employment or volunteer status at camps for children - Joint Committee on the Judiciary has the bill. The goal of this bill is to provide a disqualifier enabling camps to once again ask about Criminal History on Initial Applications. This would reverse the “Ban the Box” Provision for camps. We are asking camps to write letters of support to the committee.

RE WRITE OF DPH REGULATIONS FOR POOLS WATCH

The MA Department of Public Health has been looking to revise the current pool regulations. They have plans to run this out in **Spring 2012**. A recent call to the DPH indicates they are still planning for a Spring Hearing. Some issues they may be addressing are ADA compliance, pool alarms, pool fencing, chlorine levels and staffing requirements.

KAYAK SAFETY BILL MONITOR

[HB 664, Straus](#) This bill has been introduced for many years and a watered down version recently passed the House. It has provisions for certification and training for Kayak Instructors and some expanded oversight outside of our current DPH review of these provisions for camps. MCA met with the committee on 3rd readings to discuss the resulting duplication of oversight for camps. We support all the provisions of the bill but do not support answering to two separate regulatory agencies for the same provisions. We are waiting to see whether the Senate adopts the same bill or adds amendments. The Bill would require instructors to have either ACA Instructor Certification, Red Cross Certification or equivalent, CPR and FA. The bill also requires wet exit training when using a spray skirt. There is no reference to mandatory use of PDFs as was included in the 2010 version supported by MCA. We are finding that access to Kayak Instructor Courses is limited.

ADA COMPLIANCE FOR SWIMMING POOLS MUST COMPLY

A New Decision by the DOJ says that you CAN NOT share lifts between two pools on site. The Americans with Disabilities Act (ADA) is a civil rights law that prohibits discrimination on the basis of disability. On September 15, 2010, the ADA Guidelines finalized on July 23, 2004 (ADAAG 2004) were signed into law and now require compliance by all Title II (Public Entities) and Title III (Public Accommodations and Commercial Entities) by [March 15, 2012](#). This includes recreation facilities, swimming pools, wading pools and spas. <http://www.acacamps.org/publicpolicy/ada-revisions> http://www.recreonics.com/fyi/ada_pool_guidelines.htm (You may also want to look at **ADA access to all your program areas in camp**)

CORI REFORM – NEW

The Governor pushed a CORI reform bill through this past summer. It should not affect the access that camps currently have to the expanded CORI check for camp staff. It will have an impact on checks for organizations/businesses that do not have access to the expanded CORI Checks. The Reform allows for records to be locked after 5 years in most cases; **It does not allow an employer to ask if the candidate has been arrested or convicted on the written application form**; and it allows for keeping CORI records on file for up to 7 years.
[MA CORI Reform Information](#)

CHANGES TO PERSONAL RECORDS LAW – NEW 2011

On August 5, 2010, Governor Patrick signed into law an economic development bill, An Act Relative To Economic Development Reorganization, Chapter 240 of the Acts of 2010. Chapter 240 includes an amendment to the Massachusetts Personnel Record Law, M.G.L. c. 149, § 52C that, among other changes, require Massachusetts employers to notify employees within 10 days when certain documents (negative remarks) are placed in their personnel records. Chapter 240 took effect when signed by the Governor and the changes to the Personnel Record

Law are retroactive to August 1, 2010. This pertains mostly to the inclusion of any negative assessment that might impact future employment.

IDENTITY THEFT and DATA STORAGE REGULATIONS - NEW 2011

Requirements for businesses to ensure secure storage and transmission of personal data are now in effect. The intent is to have the response scaled to the size of the perceived threat to data security. Small organizations with no Credit Cards, Drivers License Numbers or SS Numbers in their computer systems will have less to do. All will need written plans to assess the data that must be protected and then steps to protect that data, both in computers and office file access and storage. We continue to educate members. [201cmr 17.00 Compliance Checklist](#)

MIN WAGE and SEASONAL EMPLOYMENT EXEMPTIONS

Min Wage in MA is currently \$8.00 with no immediate schedule for increases. The Fed Minimum wage was on the table but may not get the attention that Health Care received. If the Fed bumps their wage, MA will respond as MA must be higher than the National Rate. Not likely to move in this economy. **Camps need to continue to file early for their 80% Min Wage certification, Overtime Pay Exemption and Seasonal Employer Exemptions.** [Look for our Getting Ready For Camp Newsletter in February.](#)

TAXATION ISSUES

With many municipalities looking to balance budgets in tough times, we have heard of increased pressure to raise taxes on meals and rooms as well as a push to collect Use Taxes (Internet Sales) and Personal Property Taxes outside of Corporate Excise Taxes. Some Cape Towns have asked for control to levy rooms taxes on rentals of homes and condos. This will require a statewide enabling bill. Camps do enjoy a Meals Tax Exemption so we watch this carefully. If anyone has additional information on any of these, please let us know. Most of the activity has been at the local levels.

8th EDITION of the MA BUILDING CODES

This new version of the state building codes was shared in August 2010 and became totally applicable in February 2011. Your Facilities Manager may be interested in purchasing a copy or visiting some of the sites that discuss some of the changes. [MA Building Code Webpage](#)

ITEMS WE CONTINUE TO WATCH 2011 – 2012:

- Re-introduction of Kayak Regulations – Passed Senate – in House – [HB 664, Straus](#)
- CORI lifting ban the box – SB 0872, Tarr & [HB 2272, Turner](#) – in Committee, getting support.
- CORI Online Training and Possible Fee Increases (Awaiting more information)
- Wage and Hour issues (monitor)
- Pools/Swimming - [HB655 Pool Alarms Bill, Puppolo](#) (May also be included in Pool Regs Draft)
[S01181 Swimming Pool Fencing](#)
- Boating Safety - [HB02913](#) Motor Boat Licensing for youth operators.
- Camp Regulations (Changes may come after DPH finishes with Pool regs)
- Employment Law (Changes in notification of record information and CORI reform got through without our input last summer.)

Disclaimer: The observations are by non- legal professionals and are intended to help you become more aware of legislative and regulatory issues that may effect the operation of Massachusetts camps. All business decisions must be carefully reviewed and in some cases discussed with your own legal council. For a copy with active links, email your request to dave@capecodseacamps.com



Character Counts!

Is the primary responsibility of each of your staff defined as a “Character Builder”?

Michael Josephson, Founder of the Josephson Institute, defines the Six Pillars of Character as:

Trustworthiness

Be honest • Don't deceive, cheat, or steal • Be reliable — do what you say you'll do • Have the courage to do the right thing • Build a good reputation • Be loyal — stand by your family, friends, and country

Respect

Treat others with respect; follow the Golden Rule • Be tolerant and accepting of differences • Use good manners, not bad language • Be considerate of the feelings of others • Don't threaten, hit or hurt anyone • Deal peacefully with anger, insults, and disagreements

Responsibility

Do what you are supposed to do • Plan ahead • Persevere: keep on trying! • Always do your best • Use self-control • Be self-disciplined • Think before you act — consider the consequences • Be accountable for your words, actions, and attitudes • Set a good example for others

Fairness

Play by the rules • Take turns and share • Be open-minded; listen to others • Don't take advantage of others • Don't blame others carelessly • Treat all people fairly

Caring

Be kind • Be compassionate and show you care • Express gratitude • Forgive others • Help people in need

Citizenship

Do your share to make your school and community better • Cooperate • Get involved in community affairs • Stay informed; vote • Be a good neighbor • Obey laws and rules • Respect authority • Protect the environment • Volunteer

As we prepare for another season of staff orientation and another summer to make a difference in our campers lives... think about... How will your staff ensure that character is developed with in your camp community?

What will your staff leave as their footprint in your camp?

Whatever you do, make a difference. Earn the right to look back at something and say, " I did that." – Michael Josephson Source: <http://charactercounts.org/sixpillars.html>

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Roundtable Recap

Networking of camp directors and timely training combined for a winning combination



Round Tables and the MCA Spring Workshop are FREE to MCA members. There is a \$25 fee, per Round Table Session, for Non-MCA Members. They are a great way to connect with other directors and learn about an area of camp interviewing Staff at Tabor Academy Summer Program, Marion, MA

Over 25 camp folks joined MCA to listen to a presentation by the Association of Industries in Massachusetts (AIM) on interviewing guidelines. The presenter, Kyle Pardo not only shared what is legal to ask during an interview, but covered a large number of questions regarding things to ask potential employees to writing job descriptions. Folks learned how to prepare a job description and list all essential functions and marginal functions for each position. We then determined skills and personal traits necessary for those positions. Finally, we developed questions around those competencies. Many of us were jotting notes and revising questions for the hiring season.

All of us left the day inspired and ready to find staff that better suited our programs. We look forward to hosting another AIM event in the future and developing new skills. If you would like a copy of the PowerPoint presented, please email Noel Pardo at npardo@taboracademy.org.

If you are interested in joining AIM, MCA Members may now join for a discounted \$400 for the next 18 months. Please contact Jim Burke at 617.733.7404 or email him at jburke@aimnet.org.

Upcoming Events

Mark the upcoming dates on your calendars!

MCA Meet and Greet at the Tri-State Conference March, 14, 2012 @ 6 PM.

Meet Nancy and other MCA members at the Shoe located on the 2nd Floor of the Sheraton Lobby.

Annual Meeting - ACA New England Conference, March 31, 2012 @ 8:00 AM

Join us at the New England ACA Conference in Manchester, NH for our annual meeting. Members and non-members are welcome. We will present and discuss current issues with Massachusetts Camping, advise of you the work being done with the Massachusetts legislature and pending bills that will affect camps throughout MA, and elect board members for the coming year.

Spring Meeting - April 26, 2012

Join us for CORI/SORI training by the MA Department of Public Health. This is a great opportunity to have new staff certified to submit and review CORIs for the upcoming season. The training will be followed by a Board meeting that are all invited to attend.

New Camp Director Workshop - May 11, 2012

For all the new directors out there who are seeking guidance and direction regarding their first summer, then look no further. In conjunction with ACA New England, MCA will offer a day long workshop addressing a variety of issues surrounding the new camp director.

ATTENTION CORI USERS (from CJIS)

Traditionally, June, July, August, and September are the highest volume months for CORI requests. Although the current processing time is 5-10 business days, depending on the type of request, the expected increase in the volume of CORI requests over the summer could result in additional delays in processing. Please submit any requests as soon as possible for upcoming summer events; in particular Summer Camps should submit any requests as soon as possible. The sooner requests are submitted, the sooner the results will be returned. If you need assistance please visit our website at www.mass.gov/cjis.

All other inquiries or comments should be sent as email to: CORI.info@state.ma.us.

Email requests will be responded to as quickly as possible. You may also contact the CORI Unit directly via phone at 617-660-4640.

MCA Board

Please feel free to email any of our board members with questions. If you are interested in becoming a member of the board, please email Nancy Hartmann.

Nancy Hartmann, PRESIDENT 2012

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Noel Pardo, Member at Large 2012

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B U S I N E S S M E M B E R S

Please support our business members. They are happy to assist you with your camp needs!

<i>Lice Treatment Center</i>	917.648.3789	ampinnyc@aol.com	Adrian Picheny
<i>Thurston Food, Inc.</i>	800.982.2227	linda@thurstonfoods.com	Linda Fenton
<i>A.M. Skier Insurance</i>	570.226.4571	aimees@amskier.com	Aimee Skier
<i>Sobel Affiliates, Insurance</i>	516.745.0000	mlabadorf@sobelins.com	Michael Labadorf
<i>Judy Kapner Website Design and Development</i>	212.226.2438	Judy@judykapner.com	Judy Kapner
<i>Chalmers Insurance Group/Camp USA Insurance Program</i>	800.486.3312	jchalmers@chalmers-ins.com	Jim Chalmers
<i>Schwerdtle Stamp (promotional items)</i>	800.660.3315	lnoonan@schwerdtle.com	Lisa Noonan
<i>High 5 Adventure Learning Center</i>	802.254.8718	jottinger@high5adventure.org	Jennifer Ottinger
<i>Oakson, Inc. (water reuse, drip dispersal)</i>	978.282.1322	mpeters@oaksoninc.com	Marianne Peters
<i>PUREHEAT (bedbug treatment)</i>	877.603.2093	sandy@pureheat.com	Sandy Rubenstein
<i>Markel Insurance Company</i>	800.431.1270 x17758	igarner@marklcorp.com	Ian Garner
<i>Clivus New England, Inc</i>	978-794-9400	ltruchon@clivusne.com , jducharme@clivusne.com	Lisa Truchon Joseph Ducharme

Massachusetts Camping Association

www.masscamping.org

MCA

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We hope your
planning for
summer 2012 is
going well!