

**UNIVERSITY STUDENT UNION
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
PERSONNEL COMMITTEE
MINUTES
APRIL 25, 2019**

I. Call to Order

The meeting was called to order by Chair, Amber Perkins at 2:36 pm.

II. Roll Call

Present	Absent	Guests
Amber Perkins, Chair	Ruby Aaver	
Michael Odinlo, Co-Chair	Noor Chaudhry	
Kristen Pichler, Exec. Sec'y		
Christopher Hernandez		
Phlycia Johnson		
Melanie Rosales		

III. Approval of Agenda

M/S/P: (M. Odinlo/M. Rosales) to approve the meeting agenda of April 25, 2019.
Unanimously approved 4-0-0.

IV. Approval of Minutes

M/S/P: (C. Hernandez/P. Johnson) to approve the March 28, 2019 meeting minutes.
Unanimously approved 4-0-0.

V. Chair's Report

Chair Perkins welcomed the committee. She reminded members that the last meeting of the semester will be held on May 9, 2019, at which time we will have a year-end celebration to acknowledge the work the committee has done. She congratulated those who are graduating this semester and asked committee members to share how they are feeling. Discussion ensued. Special congratulations were extended to committee member, P. Johnson who was recently admitted to graduate school starting in fall, 2019, and who has also secured full-time employment following graduation. Chair Perkins also informed committee members that discussion at last month's meeting about temporary increases for staff employees who take on additional work has been tabled indefinitely for now as the amount of temporary increase that the USU currently provides employees who take on additional responsibility is double that which the CSU provides. Executive Secretary, K. Pichler apologized for the fact that she failed to discuss the item with her supervisor, USU Executive Director, Debra L. Hammond prior to bringing the item to the committee for discussion, and said that she will maintain the item in her pending file in the event campus policy changes.

VI. Action Items

A. Temporary Employment Policy

Chair Perkins gave an overview of the updated policy and also reminded committee members that policy updates had been discussed at the two previous committee meetings.

M/S/P: (M. Rosales/M. Odino) to approve the Temporary Employment Policy
Unanimously approved 4-0-0.

VII. Discussion Items

A. Extension of FMLA/CRFA benefits for long-term employees

Chair Perkins introduced the item and then deferred to Executive Secretary, K. Pichler to discuss. Pichler said that the USU currently grants family and medical leave in accordance with the requirements of applicable state and federal law in effect at the time the leave is granted, and that no greater or lesser leave benefits are granted than those set forth in state or federal law. She further stated however, that some CSU auxiliaries have elected to provide greater benefits than those set forth in state or federal law, most particularly for longer-term employees. She handed out a draft of an extended leave schedule based on length of service. Pichler said that additional research needs to be conducted on this topic before this item is ready for Personnel Committee review. As such, it will need to be extended into the next fiscal year. Chair Perkins asked committee members about whether they would be in support of Pichler continuing to pursue this issue. The committee indicated support by general consensus.

VIII. Announcements

The USU's Year-End Celebration will be held on Friday, May 3rd at 4:00 P.M. A reception will follow the event in the plaza. The last committee meeting of the year will be held on Thursday, May 9th.

IX. Adjournment

The meeting was adjourned at 3:29 P.M.