

FHRC

11-08-16

Members Present: Cathy Pearman, Roberto Canales, Alicia Mathis, Barry Wisdom, Jamaine Abidogun, Chris Craig

Ex Officio: Mike Foster, Faculty Senate Chair

Guest: Char Berquist, Rhonda Ridinger

Main focus today → bring up to speed with FMLA and sick leave

Minutes from last month → Roberto is going to make some changes to clarify a few things, going to send Sandy an updated copy

1st item on the agenda → administrative leave:

--The academic department head does not need to go to the President for administrative leave, changes to current language

--Roberto will present this proposal to Faculty Senate in December

Sick Leave and FMLA:

--Discussion on sick leave:

--Rhonda began with 6.6.6 Short-term and extended sick leave (implementation)

--For every 168 hours of unused hours, you get 1 month of service credit upon retirement

--Previous practice was that administration and staff got paid for unused sick leave, but faculty did not.

--Discussion on issues regarding reporting hours of sick leave, would certain faculty get credit or not

--Who is submitting the numbers to Mosers?? (Chris Craig will report back)

--No faculty insight into the employee handbook – faculty utilize the Faculty Handbook for policies related to them, not the employee handbook.

--Faculty handbook is separate from the staff handbook, some did not realize or appreciate this

--Char began discussion on maternity/paternity leave:

--number 1 concern of faculty → 6.6.6 talking about up to one semester of paid leave and if FMLA categories were included

--Discussion on costs and how benefits were included in the costs of the program

--7.20 Issues → paternity/maternity leave included, people not in FMLA included, “exceptional”

--What appears is different from what was proposed

--Want faculty handbook to go back to original proposal, using input from faculty

--Equity and fairness of applying FMLA to situations

--Difficulty in understanding the costs (covering with per course, increase workload)

--How to proceed →

--Chris Craig → let Char and Rhonda give Roberto the original language that was proposed because research has been done and faculty input has been given already. Talk with Clif and others. Let the lawyers take care of employee handbook issues. Could go up for a decision by the Board.

Committee is in agreement with Chris Craig on how to proceed.

Meeting adjourned.