

Personnel Committee Meeting Minutes of July 6, 2021

- I. CALL TO ORDER at **2:00 PM**
- II. ROLL CALL
Present: Anjelica de Leon, Kabir Dhillon, Zaira Perez, Mirna Maamou, Erik Pinlac, Kristopher Disharoon, Martin Castillo.
Late: Jose Simon Carmona.
- III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of July 7, 2021, **M. Maamou**, second by **A. De Leon**, motion CARRIED.
Motion to strike out closed session and state open session under unfinished items action item A. by **K. Dhillon**, second by **A. De Leon**, motion CARRIED.
- IV. ACTION ITEM - **Approval of the Minutes of June 15, 2021**
Motion to approve minutes of June 15, 2021, by **A. De Leon**, second by **M. Maamou**, motion CARRIED.
- V. ACTION ITEM - **Approval of the Minutes of June 29, 2021**
Motion to approve minutes of June 29, 2021, by **M. Maamou**, second by **A. De Leon**, motion CARRIED.
- VI. PUBLIC COMMENT – **Public Comment is intended as a time for any member of the public to address the committee on any issues affecting ASI and/or the California State University, East Bay.**
No public comment.
- VII. UNFINISHED ITEMS:
 - A. ACTION ITEM - **Director of Sustainability Affairs Appointment**

The Personnel Committee will take action on recommending an applicant for appointment of ASI Director of Sustainability Affairs.

Motion to appoint Joshua Gay as the ASI Director of Sustainability Affairs by **K. Dhillon**, second by **A. De Leon**.

K. Dhillon states in our last meeting we stated that there were two applicants for this position. In which, we will be moving forward with Joshua due to him being passionate about ASI, while working on goals for the position. Overall, I feel that he will do an amazing job and go straight into completing any goals for the position or policy agenda. **A. De Leon** states I want to emphasize the idea that we cannot teach passion. I know M. Maamou had a story regarding not knowing much about finance but that she is passionate about ASI. We saw that passion in Joshua's interview, and I believe he will do great in this position.

Motion to appoint Joshua Gay as the ASI Director of Sustainability Affairs by **ALL**, motion **CARRIED**.

5:59

VIII. NEW BUSINESS ITEMS:

A. DISCUSSION ITEM - **Juneteenth Paid ASI Holiday**

The Personnel Committee will discuss adding Juneteenth as a paid holiday to the holiday schedule for ASI.

K. Disharoon states I want to oppose adding Juneteenth as a paid holiday for ASI. At Chico, they passed Juneteenth as a paid holiday during February in order to receive pay for that day. However, I talked to my friend who is part of the UC system, to discover that the whole system made Juneteenth a paid holiday. If staff could not take the day off, they also stated that they can use that day prior to the year ending. My proposal it was to not only recognize the holiday moving forward but to retroactively insert it during winter, in which we would have to take a vacation. That way it does not mess with anyone's schedule. I did reach out to the full-time staff to ask if anyone celebrate Juneteenth and if they wanted to come out today to discuss it. In which, Ms. Lil wanted to come out today and speak with you. **K. Dhillon** states I believe it is a great idea. As far for approval, we would have to add it to our calendar document. What are the technical steps to approve this? **E. Pinlac** states we would have to add it to the employee manual. **M. Castillo** states I want to make sure that we recognized that President Biden has made it a federal holiday. The CSU is also working to make it a federal holiday within the system. **Ms. Lil** states our campus is very diverse, in which I feel that we should support Juneteenth. We only have a handful of states who have signed their executive order, my expectation is to follow with the states and campus systems of having Juneteenth as a paid holiday. **E. Pinlac** states we have to modify this area that list



all the holidays in the employee manual. The UC has already started moving the date to a retroactive date and others have too. As long as the board of directors vote on it, we can implement it for our staff. **A. De Leon** ask why we cannot implement the day off the Monday after that week. **E. Pinlac** states we have no restrictions for it; however, I do believe that if it falls on a weekday then it should be for that day. This last year it was a Saturday, therefore, they did it a day before. **K. Disharoon** states that the days can fluctuate if it is on the weekend, then it can be switched for Friday or Monday. If it falls during the week then we just have the day off. **M. Castillo** states I saw December 31st in the chat, which is why I believe some of us are confused, since it will not be celebrated in June. **K. Disharoon** states that was the retro date that I was discussing for this year.

17:44

B. DISCUSSION ITEM - Retreat Exemption Request

The Personnel Committee will discuss Vice President of University Affairs Simon Carmona's request to be exempt from the Fall ASI Board Retreat.

J. Carmona states hi everyone. I am currently on a family vacation. I am hoping to be exempt from the board retreat coming up. I had prior arrangements beforehand and have sent all necessary receipts to K. Dhillon and A. De Leon. **K. Dhillon** states I did receive the documents, in which state the tickets are for Saturday and Sunday. However, will you be able to attend for Friday. **J. Carmona** states my flight will be on Friday which might be an issue. I can see if I can push my flight back or make any accommodations for Friday. **K. Dhillon** states, if possible, I would highly encourage it due to the team bonding and strategic planning happening on Friday. In the bylaws it states that everyone is required to attend the retreat. **A. De Leon** states thank you Simon for letting us know beforehand. We would need a firm answer beforehand due to the booking in order to have a final headcount. **E. Pinlac** states you would have to actively seek out the information that you missed during the retreat. The team bonding is not something that you can make up. If you can make it to Friday, we do have our attorney to come in and discuss about the sexual harassment training. **J. Carmona** ask is there any way that ASI will be able to pay extra if needed for any flight accommodation? **E. Pinlac** states we cannot pay for any accommodations. **K. Dhillon** states due to our retreat dates not being finalized prior to J. Carmona's family vacation there is a ground for granting request.

23:16

IX. SPECIAL REPORTS:

No special reports.



23:19

X. ROUND TABLE REMARKS

A. De Leon states we have our first board meeting this Wednesday from 12:00 PM until 2:00 PM.

Z. Perez ask will I be able to zoom in due to not being able to attend?

K. Dhillon states your circumstances are different and we would be able to accommodate.

24:44

XI. ADJOURNMENT at **2:24 PM**

Minutes reviewed by:

Executive VP/Chief of Staff & Chair

Name: Kabir Dhillon


-- ASIExecVP (Jul 13, 2021 15:57 PDT)

Minutes approved on:

July 13, 2021

Date:

