

**UNIVERSITY STUDENT UNION
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
PERSONNEL COMMITTEE
MINUTES
MARCH 26, 2024**

I. Call to Order

The meeting was called to order by Chair, German Wong at 3:03 P.M.

III. Roll Call

Present	Absent	Guests
German Wong, Chair	Angelina Armenta, Co-Chair	Jenny Aw, HR Manager
Kristen Pichler, Exec. Secretary	Shirley Oversluijs	
Abby Caldwell		
Eva Elisa		
Elisa Gevorgian		
Jose Malta		
Vikas Sardhara		

IV. Approval of Agenda

M/S/P: (E. Elias/J. Malta) to remove Discussion Item B from the agenda and approve meeting agenda of March 26, 2024.

Approved by consensus.

V. Approval of Minutes

M/S/P: (E. Gevorgian/A. Caldwell) to approve the meeting minutes of March 5, 2024.

Approved by consensus.

VI. Chair’s Report

A. Welcome – Chair German Wong welcomed members back from spring break. He said that we are close to the end of the semester and there’s a push to finish. He said that at the last Board of Directors meeting the Board approved the naming of the basic needs suite to the Valera Nest (Nurturing Environment for Students to Thrive). German reminded committee members that this is a busy time of year and encouraged committee members to keep up with classes and to take advantage of available resources. German then invited committee members to share a rose and/or a thorn from the previous week (spring break).

VII. Action Items

A. Student Assistant Employee Classification & Wage Schedule Effective 6/23/24

M/S/P: (J. Malta/A. Caldwell) to approve the updated Student Assistant Classification & Wage Schedule with an effective date of 6/23/24. There was no additional discussion from the prior meeting.

Approved 5-0-0.

B. Casual, Non-Student Employee Wage Schedule Effective 6/23/24

M/S/P: (E. Elias/J. Malta) to approve the updated Casual, on-Student Employee Wage Schedule Effective 6/23/24. There was no additional discussion from the prior meeting

Approved 5-0-0

C. Updated Sick Leave Policy for Regular Employees Effective 6/23/24

M/S/P: (E. Gevorgian/J. Malta) to approve the updated sick leave policy for Regular Employees. Chair German recognized Executive Secretary KP who told the committee that at the previous meeting when discussing this item, Jose had questioned the purpose of this policy and its impact on staff. Specifically, Jose had exclaimed, "Three months?" when KP said that new hires would not be able to request accrued paid sick leave for the first 90 days of employees. KP said that she had been impacted by the question and Jose's exclamation and as such, had given the matter additional thought. As a result, she wanted to suggest that committee members vote this item down pending additional consideration that might occur this year or next.

Failed 5-0-0.

VIII. Discussion Items

A. New Policy – Personal Pronouns

Chair German said that included in the committee's meeting packet was an article on the pros and cons of company's establishing a personal pronoun policy and asked what the committee thought of this idea. Eva said that she likes this being included as part of the USU's policies. Elisa said that by developing a policy of this nature it creates a better sense of belonging. Jose said that by putting pen to paper we can create a policy that we can then refer to. KP asked members who were interested in crafting a new policy to notify her. Jose said that he was interested (Eva also

IX. Announcements

Chair German said that the next Board of Directors meeting will be held on April 8, 2024, at 12:30 P.M. in the Grand Salon. Board meetings are open to the public. Chair German also said that the next Personnel Committee meeting will be held on April 9, 2024, via Zoom at 1 at the Board of Directors meeting on March 4, 2024, the BOD approved naming the basic needs suite

X. Adjournment

The meeting was adjourned at 3:34 PM.

Respectfully submitted,

Kristen Pichler
Executive Secretary