

**College of Micronesia – FSM
Committee (Working Group) Minutes Reporting Form**

Committee or Working Group:	Human Resources Committee
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Date:	Time:	Location:
November 10, 2022	3:00pm-4:00pm (PNI & Kosrae) 2:00pm-3:00pm (Chuuk & Yap)	On-Line Zoom Meeting

Members Present/Absent:				
Title/Representative	Name	Present	Absent	Reasons
1. Chair, National Faculty	Pearl H. Olter-Pelep	X		
2. Vice chair, National Faculty	Karen Kan-Lun Tu	X		
3. Secretary, Yap Staff	Reiko Azuma		X	
4. "Ex-Officio Member" Director, HRO	Rencelly Nelson	X		
5. CHK Staff	Marylene Bisalen	X		
6. CHK Faculty	V-Three Raisom	X		
7. KSA Staff	Arlynza J. Talley		X	
8. KSA Staff	Shrue-Miako Sahm		X	
9. NC Staff	Maryallen Manuel	X		
10. NC Staff	Yolina Y. Irons	X		
11. NC Staff/CRE	Merleen Elias		X	
12. NC Staff/AS	Twyla Poll		X	
13. NC Staff	Josephine Kostka	X		
14. NC Faculty	George Mangonon	X		
15. CTEC Faculty	Emmanuela Garcia		X	
16. CTEC Faculty	Bertoldo Esteban	X		
17. CTEC Staff	Albert Amson		X	
18. Yap Faculty	Robert Yangerluo	X		
19. FMI Staff	Felisa Tmag	X		

Additional Attendees:	
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Agenda/Major Topics of Discussion:
<ol style="list-style-type: none"> 1. Call to order 2. Reading of the College Mission Statement

3. Roll call and Establishment of Quorum
4. Review and Adoption of Agenda for November 10, 2022
5. Review and Adoption of minutes on October 06, 2022.
6. Old Business
 - a. Board Policy No.6010 Leave Policies
 - i. Maternity leave
7. Miscellaneous
 - a. Housing Allowance (follow - up)
 - b. Salary Freeze (ceiling)
8. Adjournment

1. **Call to Order:** Chairperson Pearl called the meeting to order at 3:05pm Pohnpei Time.
2. **Reading of the College Mission Statement:** George read the College Mission Statement.
3. **Roll call and Establishment of Quorum:** Pearl made the roll call and 12 out of 19 were present or 63% members presented.
4. **Review and Adoption of November 10, 2022 Agenda:** Karen suggested to add housing and salary freeze ceiling onto the agenda, and Rencelly reminded to mark quorum first before the agenda adoption. Quorums is confirmed. Marylene moved to adoption and George seconded for the agenda

5. Review and Adoption of Minutes for October 6, 2022:

Minor changes to the minutes. HRD Rencelly corrected c. maternity leave was not for the executive committee, and was suggested to be taken out. Marylene confirmed during the meeting that it should be 2 hours instead of 3 per poll for voting.

Meeting minutes for Oct 6 was moved by George for adoption, and Marylene seconded.

6. Old Business:

- a. **BP 6010 Leave Policies**
- b. **Maternity Leave**

The Chair asked HRD Rencelly to clarify and update on the maternity leave and the normal commuting distance. Rencelly does not have the official distance of the islands in Chuuk lagoon so this will be tabled

for later.

Under section 6 administrative leave f. voting it was suggested to be 2 hours per poll from our previous meeting.

Rencelly mentioned to have an official recommendation for voting instead of looking at the original wording with no actual recommendation. Pearl suggested to make a recommended change after the meeting for electronic vote. Marylene suggested still 2 hours per poll. Chair called for everyone's opinion, and the majority agreed with 2 hours per poll. Chair and vice chair agreed to modify it as "Voting for public elections not to exceed two hours per poll."

Chair moved on to the maternity leave part, and Rencelly updated that the board did the maternity leave review, and suggested to give mothers more leave days. Some private sectors have friendlier maternity leave than the college. Such as the 2 companies on island, telecom and PTA, they have 20 days, but they do not have paternity leave. V-three suggested to be given for 4 weeks. Karen made a correction as she raised the national government is giving up to 4 weeks the previous time this policy was reviewed. Rencelly commented that longer leave is preferred, but if some offices with only 1 staff, then the office cannot run with any other substitute, and this should also be taken into consideration. Bob reacted that he needs time to consult with the other coworkers especially women. V-Three mentioned the ladies at Chuuk campus is dissatisfied with the 10 days' maternity leave as they need more time with the new born.

Chair suggested to collect feedback from each campus by 5pm next Thursday (November 17). Rencelly suggested to get it done early so that this item can be removed, and if necessary move on before the next board meeting.

Miscellaneous:

Karen asked if a survey can also be done with housing allowance and salary ceiling? Rencelly mentioned the last recommendation went to the finance, and it was rejected as there was no extra budget. The committee may make another recommendation, but realistically the rejection can happen again as there is no extra budget for the expense. Rencelly also reminded the minutes should be updated on Wiki.

7. Adjournment.

The meeting adjourned at 4:06 p.m.

Handouts/Documents Referenced:

- Agenda for November 10, 2022 meeting
- BP 6010
- October 06 minutes

College Web Site Link:

<https://comfsm.zoom.us/j/96638498047>

Should be used for the HRC meeting throughout 2022.

Prepared by:	Karen Kan Lun Tu	Date Distributed:	November 10, 2022
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