

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

Committee or Working Group:	Human Resources Committee
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Date:	Time:	Location:
February 23, 2023	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		late
8. KSA Staff	Shrue-Miako Sahm	X		late
9. NC Staff	Maryallen Manuel			On leave
10. NC Staff	Yolina Y. Irons	X		
11. NC Staff/CRE	Merleen Elias		X	
12. NC Staff	Josephine Kostka		X	On leave
13. NC Faculty	George Mangonon	X		
14. CTEC Faculty	Emmanuela Garcia	X		
15. CTEC Faculty	Bertoldo Esteban		X	
16. CTEC Staff	Albert Amson		X	
17. Yap Faculty	Robert Yangerluo	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 February 23, 2023
5. Review and Adoption of revised minutes for January 19, 2023
6. Old Business
 - a. BP 6010 No. 6010 Leave Policies
 - i. Maternity Leave
 - a. Feedback from all state campus
7. Miscellaneous
8. Adjournment

1. **Call to Order:** Chairperson Pearl called the meeting to order at 2:07pm Pohnpei Time.
2. **Reading of the College Mission Statement:** George read the College Mission Statement.
3. **Roll call and Establishment of Quorum:** Reiko made the roll call and 12 out of 17 were present, Arlynza and Miako joined after roll call was made. 71% members presented.
4. **Review and Adoption of February 23, 2023 Agenda:** George moved to adopt and Marylene seconded.
5. **Review and Adoption of revised Minutes for January 19, 2023:** Minutes for January 19, 2023 was reviewed and minor change was made, Emma moved for adoption of the minutes, George seconded, and the minutes was adopted with changes.
6. **Old Business:**

BP 6010 Leave Policies:

Maternity Leave (Feedback from all state campus)

- Chuuk: Majority of women requested for additional 15 days or more.
- Yap: Majority of employees requested for 3 months of maternity leave
- CTEC: Based their decision on the National Government law to have 40 days of maternity leave.
- Kosrae: Some requested to extend it to at least 2 weeks or 1 month.

After some consideration of the feedbacks and justifications for it, the committee was given two options:

Option 1 – extend the leave to 20 working days

Option 2 – extend the leave to 40 working days

- CTECH: Emma is in favor of option 2, justification is because we are part of the FSM and the 40

working days was approved by the Congress for National government employees. Option 1 is short and other employees can cover for those on leave.

- NC: George proposes option 2 after taking into consideration the feedbacks and the maternity leave policies at other colleges.
- Chuuk: Marylene shared she is neutral in both options, if option 1 is chosen, then it will meet the requests for employees needs more time to recuperate and because the college hasn't change the policy for over 10 years. If option 2 is chosen, then the justifications will be what was shared earlier, but should be 40 days of maternity leave then shortened to two months for the limit. However, she recommends option 1 because she sees the college as not having financial stability at this time. V-Three is in favor of option 2.
- Kosrae: Miako is in favor of option 2. Miako shared about Kosrae's tradition of keeping the mother home for 3 months or more. Arlynza is in favor of option 2 after considering the reason that was given by Marylene.
- Yap: Bob & Reiko are in favor of option 1 after considering all the justifications mentioned.

Another option was suggested: 40 days of maternity leave but limitation is shortened up to 2 months.

After much consideration, George moved to adopt the 3rd option, V-Three seconded, and all voted in favor.

Miscellaneous:

- Rencelly advised for the HRC to be familiar with what the committee reviewed, review policy development and TOR, and etc in preparation of the accreditation visit.
- Karen inquired about the next meeting date on March 2nd, Yap Campus has holiday on March 1-2. Pearl will send an email out after confirming if it's March 2nd or next Thursday March 9th.

7. Adjournment.

The meeting adjourned at 4:13 p.m.

Handouts/Documents Referenced:

- Agenda for February 23, 2023 meeting
- Minutes for January 19, 2023 meeting
- Maternity leave feedbacks from each campuses

College Web Site Link:

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

Should be used for the HRC meeting throughout 2023.

Prepared by:	Reiko Azuma	Date Distributed:	March 9, 2023
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