

# ADMINISTRATION-BOARD MEETING MINUTES

## March 22, 2018

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### Opening

The Administration-Board meeting of the Professional Support Staff Organization (PSSO) duly called and held on March 22, 2018 at Western Michigan University commencing at noon in the Bernhard Center Faculty Dining Room

Present - Amber Hutson, Paige Warner, Beth van den Hombergh, Terri Simmons, Pat Wilcox, Dr Warren Hills Assoc. VP for Human Resources, and Jan Van der Kley VP for Business & Finance.

Absent: Shannon Rininger, Tonya Dean, Khanh Hoang, Cindy VanderWoude

Called to order: 12:03pm

### Discussion Items:

Family Medical Leave Act (FMLA): Per Dr. Warren Hills, Associate VP of Human Resources

A change occurred to FMLA effective January 1, 2018 but the only change per Warren, is that FMLA must now start with the event date.

Warren pushed for this change to help make WMU compliant with Federal Law and consistent with every employee.

Federal FMLA Law protects the employee's employment for 12 weeks.

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People think nothing is done because the outcomes are private and not discussed with anyone, including the person filing the complaint.

Bullying or harassment can just be two people not getting along.

Title VII and Title IX claims are investigated by Office of Institutional Equity (OIE). If it is determined by OIE that the claim does not relate to Title VII or Title IX, then OIE will send the employee to Human Resources.