

Personnel Committee Meeting Minutes of May 3, 2021

- I. CALL TO ORDER at **2:03 PM**
- II. ROLL CALL
Present: Euridice Pamela Sanchez-Martinez, Dessiree Cuevas, Omer Shakoor, Brittney Golez, Martin Castillo, Erik Pinlac, Kris Disharoon.

Late: Kabir Dhillon.
- III. ACTION ITEM - **Approval of the Agenda**
Motion to approve the agenda of May 3, 2021 by **B. Golez**, second by **O. Shakoor**, motion **CARRIED**.
- IV. ACTION ITEM - **Approval of the Minutes of April 28th, 2021**
Motion to postpone the minutes of April 28th, 2021 to our next meeting by **B. Golez**, second by **O. Shakoor**, motion **CARRIED**.
- V. 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.
- VI. UNFINISHED ITEMS:
 - A. ACTION ITEM - **ASI Board Member Concern**
The Personnel Committee take action recommending the ASI Board of Directors the removal of ASI Senator of CBE.
Motion to removed Daniel Olguin as ASI Senator of CBE by **K. Dhillon**, second by **O. Shakoor**.
O. Shakoor states that Daniel never got back to me regarding our financial literacy workshop. After hearing everything from our last meeting, I understand why he would not respond back to me. I do agree with going through with this motion. **E. Sanchez** states I was not here in our previous personnel meeting. However, I was part of our previous discussion about Daniel, and the concerns about him. I did speak to him, but he is in class at the moment, and mentioned he is planning on resigning his position. I am not sure how everyone would like to carry on with the process with this new information. **D. Cuevas** states last night he sent me an email



asking why he is being brought up in personnel, in which I explained why. Given the circumstances, Daniel probably thought it would be easier to resign. However, he has not sent an official email and we can continue with this motion. **K. Dhillon** states I am still in favor with the removal. This will allow him to not be in good standing if he decides to return next year due to Daniel not doing anything all year. **E. Pinlac** states I talked to him this morning in our performance improvement meeting, in which I presented him options. If he is removed by the board, he will be in bad standing by our definition but if he resides it will be a different story. **D. Cuevas** can you allow me to share my screen in order to go line by line and present what Daniel may or may not has accomplished. There was very little communication with him and there are a few items I know that have not been completed. We have made the effort to help him with his performance improvement plan. It took much effort to put these things together and to coordinate, this comes to show how much effort we have put into his position. **D. Cuevas** states I received an email from Daniel Olguin two minutes ago regarding resigning his position. **E. Sanchez** states I hope for next year everyone is treated with the same level of expectations. I know some board members have shown similar actions like Daniel Olguin. **B. Golez** states I want to clarify the process and checked the bylaws. In which state, they should be removed by office by a three fourths majority vote of the board of directors. If it is a resignation, then a written notice shall be sent to the ASI President and ASI Board of Directors. We will need to email Daniel letting him know to forward the resignation to the rest of the board of directors. I will send everyone these bylaws in the chat. **O. Shakoor** asked if his letter was received meanwhile, we were discussing his removal, then which process will we continue with? I also agree with K. Dhillon that Daniel should not have the opportunity to come back next year and be in good standing, if we accept his resignation letter. **K. Dhillon** states I am clarifying what was said in the chat. The member from last year was stripped from running for ASI President or Vice President but remained in good standing with ASI. Under all the circumstance, I do not believe that we should allow Daniel to come back and apply for next year. Also, I am not sure what E. Sanchez means when not everyone was held accountable for their positions? If we are going to be passive aggressive, I do not believe that should be allowed. If anyone had a concern over a board member, then they should have brought it to our attention. **D. Cuevas** states before M. Castillo talks, I do want to make clear that we should only be talking about the Senator of CBE at the moment. **M. Castillo** states in this scenario for Daniel since he already quiet, then he cannot be fired. Would an employer hire you back given the back history, most likely the employer



would not hire them again. If he has already submitted the letter of resignation, I do not believe that we can remove him. I find it interesting how the bylaws mentioned that the resignation letter has to be sent to the whole board instead of the President and EVP. I am not sure in the past if we have been following protocol. **D. Cuevas** states there is mixed feelings about his resignation, some of us are going to accept it will others want to remove him from his good standing. I am not sure what the next steps would be. **E. Pinlac** states when I spoke to Daniel, he just wanted to take the easy route. I am not sure if we can fire someone who just quit. I do want clarification on how we would take away someone's eligibility. **K. Dhillon** states regarding that specific FYM it was a little bit different. We just decided to strip them away on running for President of Vice President position, which the motion was approved. However, they were still in good standing with ASI. This was different due to us still wanting them to be part of ASI due to having a bad experience their first year. This situation is completely different since it is a board member who has different responsibilities. **M. Castillo** states I do not think we can prevent Daniel from applying for next year. I would suggest those who are returning have the history of how Daniel is, therefore, you would not have to take away his good standing with ASI. **E. Sanchez** states I agree with M. Castillo, there will be people that know the history behind this case. If I had a bad experience with an organization, I would not return. **B. Golez** states maybe it is best if we do not bring this to the board of directors. We do not want to leave the year with this issue. If board members, ask what happened we can speak about what issue we saw with Daniel and his position. **E. Sanchez** states I did forward the rest of the board the email of Daniel's resignation. **K. Dhillon** states at this point we can ask Daniel for transparency and leave it as is. I do not want to leave room for open interpretation, and we should make it clear that the Senator of CBE resigned. **D. Cuevas** states we are all in agreeance that we are not taking away his good standing. **E. Pinlac** states due to having the motion already we have to amend or move forward.

Motion to postpone indefinitely by **K. Dhillon**, second by **B. Golez**, motion **CARRIED**.

20:46

VII. NEW BUSINESS ITEMS:
No new business items.

20:49

VIII. SPECIAL REPORTS:



No special reports.

20:54

IX. ROUND TABLE REMARKS

D. Cuevas states there will be other personnel meeting this Wednesday before the board meeting. There are a couple of additional items we need to discuss.

B. Golez states our banquet is on Friday. I want to assign groups for some activities and need to know who will be coming. I will see you all on Wednesday.

K. Dhillon states thank you D. Cuevas for handling this issue. Thank you E. Pinlac and M. Castillo for your input as well.

E. Pinlac states this Thursday is the second drive-in movie that ASI Presents is hosting. The movie is Crazy Rich Asians, and I will be helping them out.

22:46

X. ADJOURNMENT at 2:25 PM

Minutes approved by:
Executive VP/Chief of Staff & Chair
Name: Dessiree Cuevas


-- ASIExecVP (May 11, 2021 17:09 PDT)

Minutes approved on:
05-05-2021
Date:

