

January 15th employee inquiry:

"I was wondering what has happened with same sex FMLA?"

Answer from Leslie Fern:

BGSU does cover same -sex domestic partners under FML as long as the following applies and they have completed the following forms:

- 1) Same-sex domestic partner certification is covered under
- 2) Same-sex domestic partner affidavit

Both forms can be found on the following website

<http://www.bgsu.edu/offices/ohr/benefits/index.html> under Benefit forms.

Feb. 13 Questions emailed to Becca Ferguson:

Employee: Why haven't custodial positions been filled if they've already been approved?

Becca: Please ask your supervisor

Employee: Why did Grounds not advertise their 3 most recent positions (Groundskeeper 2) on campus before filling them from the outside?

Becca:

- July 6-20, 2012 the one Groundskeeper 2 open position was advertised on campus
 - Five on-campus employees applied and were interviewed; department decided to go off campus for further applicant choices
 - August 27, position was externally advertised (received 135 applications)
 - Interviewed selected applicants and hired one
 - The same pool of applications are kept for 6 months by BGSU
- Permission was asked and given by OED to utilize these same applications for these (same) later open positions:
 - In the fall, another position opened and same pool of applicants were interviewed; one was hired
 - January, a third position became available, and same pool was used to interview for a potential new hire
 - Becca stated that CSC and she would have a conversation about posting internally again for future occasions such as this