



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Tuesday, December 15, 2015

10 a.m. – 12 p.m.

Google Hangout

Audio call-in: 1-855-280-1855

(Please mute unless speaking.)

1. Call to Order and Roll Call

Voting Members:

Faye Gallant, Chair, Staff Alliance 2015-16; President, UAF Staff Council 2015-2016

Monique Musick, Vice Chair, Staff Alliance 2015-16; Vice President, SAA 2014-15

Nate Bauer, Vice President, UAF Staff Council 2015-2016

Tom Langdon, President, SAA 2015-16

Gwenna Richardson, Vice President, UAS Staff Council 2015-16

Kathleen McCoy, Co-President, UAA Staff Council 2015-16

Kolene James, President, UAS Staff Council 2015-16

Liz Winfree, Co-President, UAA Staff Council 2015-2016

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Michelle Rizk, Chief Strategy, Planning and Budget Officer

2. Adopt Agenda

3. Approve Minutes

3.1. November 10, 2015

[Attachment 1](#)

4. Public and Guests Comment

5. UA FY17 Budget Update/Transformation Team Update

Michelle Rizk

6. Chair's Report

7. Staff Alliance Committee Reports Written Reports
 - 7.1. Staff Health Care Committee
 - 7.2. Compensation Committee
 - 7.3. UA Core Values
 - 7.4. Governance Process Committee
 - 7.5. Morale Committee
 - 7.6. “Review” v. “Grievance” Task Force

8. External Committees Written Reports
 - 8.1. System Governance Council
 - 8.2. Student Services Council
 - 8.3. Tuition Task Force
 - 8.4. Joint Health Care Committee

9. New Business [Attachment 2](#)
 - 9.1. Revisions to University Regulation 02.09 – Public Safety
 - 9.2. Staff Makes Students Count Committee

10. Ongoing Business Topics [Attachment 3](#)
 - 10.1. Second reading – Constitution and Bylaws Revision
 - 10.1.1. MOTION
“The Staff Alliance accepts the proposed revisions to its constitution and bylaws as presented. These changes will be sent to President Johnsen and will go into effect upon his approval.”
 - 10.2. Title IX Update
 - 10.3. SW Leadership Transitions

11. Agenda Items for January 12, 2015 Meeting

12. Roundtable discussion

13. Adjourn

Joint Health Care Committee Reports
Nov. 11-13, 2015/Anchorage
Dec. 2, 2015/Teleconference
Submitted by Kathleen McCoy

November 11-13, 2015 Meeting

Premera and Lockton provided a picture of plan utilization last year. Premera processed 200,000 university claims last year. A good round up of the meeting can be found here:

[JHCC members met with Premera and health care vendors in review of plan performance](#) (Statewide Voice, November)

A key outtake from the above article:

Joint degeneration and cancer are the top two conditions affecting the largest portion of our population and accounted for 19 percent of the total spend last fiscal year. Wellness efforts focused on weight loss, increased physical activity, proper bending, lifting and stretching techniques, cancer screenings and smoking cessation can positively affect the plan by reducing these kinds of claims. High claims costs, those more than \$50,000, are responsible for the greatest increase in plan costs. Last fiscal year 44.6 percent of plan costs were generated by just 2.4 percent of the population.

Statewide Voice plans do two more stories off these sessions on health vendors and new health plan partners. Watch for links to those when they appear.

My main takeaway from the November sessions was an overwhelming sense that our plan members are not learning how to be savvy consumers in a truly treacherous healthcare environment in Alaska right now. JHCC, vendors, Premera and Lockton all seemed to think increasing consumer awareness among plan members is an important goal. However, a call for a Consumer Healthcare 101 effort did not make it onto the Dec. 2, 2015 JHCC agenda. It will be on their January agenda.

Two articles to spread among your constituents about the effect of the healthcare plan changes for out of network doctors:

- [Health care plan changes out-of-network pay rates](#) (UAF news website)
- [Choose an in-network provider](#) (2 page PDF, UA Benefits website)
- [Changes in pay rate increases likelihood of higher balance billing costs from out-of-network providers](#) (Statewide Voice, November)

Dec. 2, 2015 Meeting

The JHCC is voting by Friday on:

- Whether to recommend that UA/plan support Retrofit, a weight-loss counseling service aimed at folks with a BMI of 30 or higher, or >25 BMI and

three risk factors. The health plan will pay the bulk of costs, but participants would pay some costs. Goal is to greatly decrease disease related to high risk factors. SHCC will discuss at their meeting Dec. 3. 2015. A brochure on the RETROFIT proposal can be found [at the JHCC website](#).

- Adjust the CDHP deductible to conform to federal law (ACA).
- Increase the pharmacy out of pocket for 750 plan and HDHP to \$1,700 individual and \$2,700 family.

JHCC learned that the only oncology care providers in Fairbanks have gone out of network. Still discussing how to handle.

Joint Health Care Committee Meeting Report
Meeting Dec. 2, 2015
by Kathleen McCoy on Dec. 4, 2015

The committee failed to achieve a quorum by teleconference. Topic discussions went forward.

Retrofit

Jade Dismore provided an overview of a Retrofit proposal. Last year Retrofit was piloted with 40 folks of 30 or plus BMI at a cost of \$1,000 per person paid by the university during the pilot. Participants received a Fitbit and a Bluetooth scale that recorded their weight with the program. Six month program. 40 completed. Five chose to continue on maintenance at their own expense.

Dismore described two scenarios for return of the program. Committee had a lively discussion. Chair chose to move forward with an email vote of members on this issue. Votes were due Friday, Dec. 4. Outcome unknown at this writing.

Healthroads

A committee handout described next steps for participants to earn their \$600 premium rebates by completing personal health assessments, biometrics and 5-7 points. Also discussed: a reward for the healthy. Folks meeting 3 of 5 biometric standards can skip earning points the following 2 years while still receiving the rebate.

Discussion focused on keeping the points at 5 going forward. A motion went to an email move/second/vote of members with votes due Dec. 4, 2015. Outcome unknown at this writing.

CDHP compliance with Affordable Care Act

The out of pocket for family currently is \$11,000. It needed to come down to no more than \$6,850 (per individual, and thus family). This was required by the ACA. The only question was whether individual or family deductibles would increase as the OOP was decreased. An email motion went out for move/second/vote. Votes due Dec. 4, 2015. Outcomes unknown at this writing.

Increasing pharmacy individual and family max from \$1,700 to \$2,700 on 750 Plan and HDHP.

After discussion, wen to an email vote for move/second/vote. Votes due Dec. 4, 2015. Outcome unknown at this writing.

Cancer providers in Fairbanks

JHCC updated. Active discussion of how to manage. Discussion on a JHCC letter to providers, to community newspaper, etc.

Staff Health Care Committee Report
Meeting Dec. 3, 2015
Submitted by Kathleen McCoy

The committee convened by teleconference. Those present were David Bantz, Danielle Dixon, Linda Hall, Stacey Howdeshell, Maureen Hunt, Arthur Hussey, Wendy Miles, Kathleen McCoy, Melodee Monson, Monique Musick, Gwenna Richardson, Marie Williams and Lesli Walls.

Erika was unable to join the meeting. Kathleen committed to making sure we include Erika in Doodle polls going forward and make sure we have her on the line when we meet next and in future meetings.

Joint task force on consumer-oriented health care information: At our last meeting, SHCC proposed a joint task force on getting to more clearly consumer-driven health care information (as opposed to comprehensive health information on the UABenefits website). Kathleen took that SHCC proposal to JHCC at their Dec. 2 meeting, but the group did not have a quorum, could not adjust or approve an agenda, so they asked for it to go on the January JHCC agenda.

SHCC decided not to wait. (Thank you, Gwenna!) We have a subcommittee launched to pursue some form of consumer-focused health care information that warns staff away from some of the big minefields they may still be unaware of and also gives them good advice on how to use the auxiliary services (nurse line, patient care, best doctors, travel benefits) that are being made available to them in this very tough climate. Plan users need to reach for these tools. So whatever we come up with may do the job of better explaining these auxiliary services.

Kathleen (with Morgan) will facilitate a phone teleconference with committee volunteers Stacey Howdeshell, Melodee Monson, Danielle Dixon and Kayti Coonjohn. Danielle volunteered her graphic art skills if we develop flow chart posters.

Retrofit: Lively discussion on the benefits and costs of this proposal. Gwenna and Kathleen specifically brought this to SHCC because JHCC had a voting target of Dec. 4 for four motions, including this one. They thought it important to get feedback from SHCC so they could reflect their perspective in the JHCC votes.

JHCC motions were discussed and SHCC “voted” informally on these items.

- 15.3 (Retrofit)
- 5.4 (CDHP deductibles needing to comply with federal law)
- 15.5 (Increase pharmacy maximums for 750 and HDHP)
- 15.6 (Wellness plan changes)

Our meeting was disrupted by an inadvertent “hold” button issue. So we ended filing our feedback via email. END

Staff Alliance Compensation Committee
Report for Staff Alliance
December 2015

Present: Mike Cox, Maureen Hunt, Brad Krick, John Moore, Monique Musick, Gwenna Richardson

The committee met on December 9 from 10:00 to 11:00 AM.

Committee Goals:

The group talked about goals for the year. Brad would like the committee to focus on - in addition to the FY18 increase - the structure of UA's compensation system.

- Step increases: on paper, we have a step increase system that rewards longevity. In practice, UA has had only one step increase since FY09. Our increases have otherwise been across the board. Are we moving away from longevity? If so, what will compensation look like and how will we address concerns like new employees negotiating for better salary than current employees?
- Classification: We discussed how pay grades are set for different or similar jobs. The committee also discussed that community campus positions may have a wide range of duties but a lower pay grade than a specialist on one of the larger campuses.

FY18 Discussion:

The committee considered the FY18 compensation number and asked when the CBAs next come up for negotiation. The UNAC and Local 6070 CBAs end December 31 2016. United Academic - Adjuncts ends February 28 2017. UAFT ends December 31 2017. Since staff often receive coverage (in terms of compensation increases) from represented groups and the Legislative intent language is that there will be no pay increases in new CBAs, the end of the current CBAs could affect staff for FY18.

We also discussed the impact of Alaska's current budget situation and agreed that it would be best if we remained focused on arriving at a fair compensation number for staff for FY18.

Staff Benefit Rate:

The committee looked at the FY16 Fringe Benefit Forward Pricing Proposal. Current and past proposals are available online:

<http://www.alaska.edu/cost-analysis/negotiation-agreements/>

The staff benefit rate is expected to increase. We noted that there are not many things that we can control or reduce but that it is good for us to be aware of the changes over time.

Meeting Schedule:

Finally, the committee agreed on a schedule for FY16: every third Wednesday of the month, from 10:00 to 11:00 AM, with the last meeting in April or May.