



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Tuesday, April 12, 2016

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

The meeting came to order at 10:05 a.m.

Voting Members:

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

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

Kolene James, President, UAS Staff Council 2015-16

Tom Langdon, President, SAA 2015-16 *joined at 10:35*

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

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

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

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Ardith Lynch, Interim CHRO *joined at 11:20*

Members Absent:

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

2. Adopt Agenda

Nate moved to adopt the agenda without amendment, and Gwenna seconded. There were no objections. The agenda adopted as presented.

3. Approve Minutes

3.1. March 8 Minutes

Gwenna moved to approve the minutes, and Nate seconded. There were no objections. Minutes were approved as presented.

4. Public and Guests Comment

None given.

5. Chair's Report

Faye was absent and Monique noted everything she wanted to discuss was already on the agenda.

6. Staff Alliance Committee Reports

Written Reports

- 6.1. Staff Health Care Committee – Erika Van Flein attended the SHCC meeting and noted that rates across the board are going up roughly 11% (there had been a miscalculation that changed the projected increase). JHCC is working to change the out-of-network payments from 125% to 200%.
- 6.2. Compensation Committee – Committee members discussed salary compression at UA. The committee would still like to pursue step increases rather than just across the board increases.
- 6.3. Governance Process Committee – Has not met.
- 6.4. Morale Committee – Members have been identified for a SW group and will be contacted to set up a meeting. Local Juneau members are meeting at 10am on Wednesday, April 13. Kolene noted she had met with her HR director to see what they can do to boost morale.

7. External Committees

Written Reports

- 7.1. System Governance Council – Monique gave a brief review of the SGC Strategic Pathways survey feedback that she presented to the Regents at their April meeting.
- 7.2. Student Services Council – Have not met recently.
- 7.3. Joint Health Care Committee – see above SHCC update

8. New Business

8.1. Revisions to R04.07.115 Employee Furlough

Ardith Lynch

Ardith provided the rationale for the proposed changes, which resulted from a recent meeting with President Johnsen and the chancellors. UAA is not likely to institute employee furloughs; UAF is looking at using furloughs on a department-by-department basis. When looking at the regulation, the feeling was that the involvement of governance in the process of reviewing an essentially budgetary decision was not well placed and leadership felt it was better for employees to hear it from them rather than from governance, and that it was overall an unusual role for governance to play in a furlough decision.

Monique noted there was resistance to the proposed change due largely in part to governance's involvement in drafting the original regulation; and it is the only form of representation that unrepresented staff have at UA. Ardith noted that in the CBAs the university is only required to inform the unions and provide them with basic information,

rather than ask their input on the decision. Ardith noted the rest of the regulation, which explains the furlough process, would remain the same. Administration felt governance's role in *developing* the regulation has been fulfilled but that governance does not need to actively remain in the process.

Nate stated he thought the language being stricken from the regulation was placed there originally because of anxiety over how indiscriminately the regulations would be applied and thinks that by removing that language employees who feel vulnerable increasingly do so. Ardith noted his comment and replied that department heads generally do not have authority to implement furlough plans without approval from their chancellor and the president. Monique suggested a compromise of inserting wording that states governance will be notified along with employees when a furlough plan has been approved.

Extended temporary employees – Ardith gave a short review of another regulation change that would shortly come up for review. By keeping sick leave in for extended temporary there were some unintended consequences and as such they would like to change the regulation to state that extended temporary employees working more than thirty (30) hours a week get sick leave but if you work less than that you are just regular temporary and do not earn sick leave. If sick leave was earned they would be allowed to keep it and use it. Ardith noted she would distribute to Staff Alliance later this week.

8.2. SB 208

Members discussed Senate Bills 207, 208, and 209. It was noted that SB 208 (eliminating the Alaska Performance Scholarship and Alaska education grants) was already withdrawn by the Senate Finance Committee. SB 209 relates to PERS/TERS retirement structure and could cost the university an additional \$5M. All bills seem to be stalled in legislative committee.

9. Ongoing Business Topics

9.1. SB 174

Members reviewed the current form of the bill and discussed support/opposition within the university and the legislature. It was noted, opposition was not 100 percent across the university. Monique noted that the national movement allowing weapons on campus had been started by a student group.

9.2. FY17 Budget

Monique reviewed with members the contingency budgets President Johnsen shared with Regents at their April meeting, including FTE reductions and tuition increases.

9.3. Transformation Team Reports

Monique noted she had shared with the group the report on staff feedback that the Statewide Administration Assembly had prepared for President Johnsen. Tom gave a brief review of SAA's feedback, which indicated their general support or non-support of

the recommendations. Roughly 83% of the recommendations were supported by SW staff as-is or with minor revisions. Alliance members noted they had not seen the report widely at their campuses.

9.4. Strategic Pathways

Monique reviewed with Alliance members the Strategic Pathways timeline and proposed phases. She noted that governance will likely be asked for input on the makeup of the review teams and the review/decision process.

10. Agenda Items for May 10 Meeting

10.1 Resolution of Appreciation for Faye Gallant

10.2 Calendar

10.3 Officer transition

10.4 Retreat dates

11. Roundtable discussion

Members continued the furlough regulation discussion.

12. Adjourn

Meeting adjourned at 12:00 p.m.