

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

Draft Minutes

Tuesday, December 8, 2009 via audio conference

10:00am – 12:00 noon

Fairbanks site: Butrovich Building, Room 208E

Bridge # 1-800-893-8850, pin # 4236369

1. Call to Order and Roll Call

Members present:

Maria Russell, Chair of the Staff Alliance and President-elect, UAF Staff Council

Russell Pressley, Vice Chair of the Staff Alliance and President, UAA APT Council

Megan Carlson, President, UAA Classified Council

Martin Klein, President, UAF Staff Council

Gwenna Richardson, Vice President, UAS Staff Council

Dana Platta, Vice President, Statewide Administration Assembly

Pat Ivey, Executive Officer, System Governance

Guests: Beth Behner, Mike Humphrey, Jeannine Senechal

2. Adopt Agenda

MOTION: passed

“The Staff Alliance moves to adopt the agenda as amended to add Attachments 4.1 and 5 and to move human resource issues to immediately after adoption of the agenda, and add what governance is allowed to do regarding sharing union information. This action is effective December 8, 2009.”

3. Approve Minutes

3.1 October 13, 2009

<http://gov.alaska.edu/Staff/minutes/2009/10-13.pdf>

MOTION: passed

“The Staff Alliance moves to approve the minutes for the October 13, 2009 meeting as amended. This action is effective December 8, 2009.”

- 3.2 November 10, 2009
<http://gov.alaska.edu/Staff/minutes/2009/11-10.pdf>

MOTION: passed

“The Staff Alliance moves to approve the minutes for the November 10, 2009 meeting as amended. This action is effective December 8, 2009.”

4. Report of the Staff Alliance Chair

- 4.1 November 30-December 1, Board of Regents Meeting
<http://gov.alaska.edu/Staff/2009-11-30.bor-testimony.pdf>

The Board of Regents adopted FY11 budget as amended to include the 50 cent per hour pay increase for student employees. The chair was not able to attend the second day. Staff compensation increases did go in at 3 percent.

- 4.2 Presidential Search
<http://gov.alaska.edu/staff/2009-80-31.presearchfirmemail.pdf>
<http://www.alaska.edu/bor/pres-search/>

The national search has begun. The Board of Regents is hoping to have final candidates by February.

- 4.3 Performance evaluation committee was asked to share the draft form with the Staff Alliance members.
- 4.4 While traveling, the chair checked out staff compensation practices at other universities.

5. Human Resource Issues

Regarding governance being able to share information about union organizing, Human Resources has been receiving questions about how employees have been able to be contacted and email and mailing addresses. By law, HR has to disclose mailing addresses and email addresses. HR also has to furnish names, positions and where located. There are some unions under contract through 2011 and their adjustment rates are higher. However some unions such as AFT are up for negotiation. The university is governed by economic factors and in any particular year a union under contract may, as part of the contract, receive a higher adjustment rate. HR will be sending out communications explaining why the three percent increase for non-covered employees is justified and another communication regarding union organizing and supervisor roles. The university will abide by the rules. People can sign interest cards and send them to one of the unions wanting to represent them. These will be scrutinized by the labor relations agency and if there is a 30 percent interest, an election can occur. It is unclear whether or not unions are attempting to unionize exempt or non-exempt or both. There is no set timeline as yet. The Alaska Public Employees

Association and the Alaska State Employees Association are both interested in unionizing non covered university employees. The question is does the 30 percent interest rate is the cumulative effort of both unions or just one. One of the unions offered employees the opportunity to participating in a drawing for 25,000 Alaska Airlines miles for signing the interest cards. University legal counsel is looking into it.

The Board of Regents has approved the grid change and the 3 percent increase in the FY11 budget.

Regulations are under review and a rough draft of regulations changes will be available for Staff Alliance review in January. Human Resources hopes to use the governance groups as litmus tests for communications and governance will become informed about what is going on.

The performance evaluation committee is scheduled to have them present a report on their work at the Human Resources committee on Thursday. The Staff Alliance is invited to attend that portion of the HRC meeting on progress.

5.1 Family Medical Leave; Termination after FML with sick leave remaining

At UAF, FML is being used as a tool for termination. The perception is that sick leave protects your job for the amount of the sick leave. FML only protects 720 hours in a given year. Human Resources was asked to do a FAQ on FML and put it on the HR web site.

5.2 Compensation: Board of Regents Discussion

<http://gov.alaska.edu/staff/2009-11-09.sparks-compadvocacy.pdf>

<http://gov.alaska.edu/staff/2009-10-30.sporleder-testimony.pdf>

<http://www.alaska.edu/classification/compensation-information>

<http://www.alaska.edu/classification/compensation-information/Salary-Increase-History-Staff.pdf>

Recommendations about future compensation should be developed. Questions should be directed to Jeannine Senechal.

5.3 Other Human Resources Issues

There were no additional human resources issues discussed.

6. External Administration Committee/Council Reports

6.1 Human Resources Council (HRC)

Liaison: Martin Klein, Alternates: Gwenna Richardson and Maria Russell

The Human Resources Council meets Thursday. The Staff Alliance is invited.

6.2 Business Council

Liaison: Cynthia Rogers, Alternates: Martin Klein and Dana Platta

The Business Council had a retreat this month but did not have a regularly scheduled meeting

6.3 Student Services Council

Liaison: Kim Eames, Alternate: Russell Pressley

Evidently, Saichi Oba had a retreat with the student services vice chancellors in Anchorage. This was not a public meeting.

6.4 Information Technology Executive Council (ITEC)

Liaison: Dana Platta, Alternate: Gwenna Richardson

<http://www.alaska.edu/pmo/itec/agenda-and-meeting-notes/>

Dana has a draft copy of the minutes. The main topic was discussion of MyUA with three courses of action possible. What would the cost savings be (about \$64,000) to eliminate it? ITEC wanted more information before making a decision. Person doing the main support for MyUA would still continue so there is no salary savings there. The student governance folks do have a seat on ITEC but no one was there so we don't have any idea what students think.

There was lots of discussion about projects and implementation costs and funding from ACAS. No decision at that point; lots of discussion about ranking criteria.

Gwenna Richardson will attend the ITEC meeting December 15 from 9-11.

6.5 Joint Health Care Committee and Wellness Program

Liaison: Gwenna Richardson

Alternate: Lisa Sporleder

Joint Health Care Committee documents

<http://www.alaska.edu/benefits/joint-health-care-committ/>

Recent Documents

NEW [Fall River Recommendations](http://gov.alaska.edu/staff/2009-12-07.fallriverrecommendations.pdf)

<http://gov.alaska.edu/staff/2009-12-07.fallriverrecommendations.pdf>

Recent Documents

<http://gov.alaska.edu/staff/2009-11-05.JHCC-attachment1.pdf>

<http://gov.alaska.edu/staff/2009-11-05.JHCC-attachment2.pdf>

<http://gov.alaska.edu/staff/2009-11-02.shcc-caramarkplanchange.pdf>

<http://gov.alaska.edu/staff/2009-11-02.RXI-yearend2008-2009pard.pdf>

<http://gov.alaska.edu/staff/2009-11-02.caramark-UAplandesignoptions.pdf>

<http://gov.alaska.edu/staff/2009-11-02.UAplandesignoptions.pdf>

<http://gov.alaska.edu/staff/2009-11-05.fallriver-holistic-costcontainment.pdf>

<http://gov.alaska.edu/staff/2009-11-09.chain-nonchain-meduse.pdf>

JHCC met yesterday and discussed the draft recommendations.

- 6.6 Staff Health Care Committee - *Megan Carlson, Chair* Attachment 6.6
<http://gov.alaska.edu/Staff/2009-12-09.shcc.pdf>
<http://gov.alaska.edu/Staff/2009-10.performancesteptherapy.pdf>
<http://gov.alaska.edu/Staff/2009-11-05.longtermstrategies.pdf>

Megan Carlson sent out the list of JHCC recommendations.

- 6.7 Performance Evaluation Committee of the HRC
Liaison: *Martin Klein, Alternates: Gwenna Richardson and Maria Russell*

PEC is getting close to having a form in draft mode. It will be discussed at Thursday's HR meeting. Basically the form is similar to a previous form used with statewide; discussion about whether certain parts would be optional; basically take the position description and add pieces or not use parts of the form that are not useful. Next up for development are draft procedures on how to use the form. It is a requirement that in order to be accredited there needs to be ongoing reviews of staff; repercussions up to each chancellor and MAU as to what that would be. Idea behind the form would be to have a consistent form across the university.

The next meeting date has not been set.

- 6.8 Retirement Committee
Liaison: *Russell Pressley, Alternate: Dana Platta*

No meeting was held.

7. Staff Alliance Goals – Reports

- 7.1 Staff Compensation
Lead: Gwenna Richardson
Assisting: Maria Russell, Kim Eames and Megan Carlson (see item 6.6 above)

No action has been taken.

- 7.2 Community Engagement
Lead: Russell Pressley
Assisting: Cynthia Rogers and Martin Klein

No report was given.

- 7.3 Integrated Advocacy
Lead: Megan Carlson
Assisting: Martin Klein and Kim Eames

Regents have just approved the budget. The IAC should be meeting soon.

- 7.4 Child and Family Friendly Policies
Lead: Kim Eames, Assisting: Gwenna Richardson

No report was given.

- 7.5 Staff Emeritus
Lead: Martin Klein, Assisting: Maria Russell

No report was given.

8. Staff Governance Reports:

- 8.1 UAS Staff Council: *Cynthia Rogers and Gwenna Richardson*

Provost search finalists are coming in January and February. Had some food drives and clothing drives. There was recent movement on the childcare issue.

- 8.2 UAA Classified Council, APT Council: *Megan Carlson and Russell Pressley*

Megan submitted a written report for the UAA Classified Council. The Board of Regents were on campus November 30 and December 1. There was lots of testimony about testimony at a distance. Beth Behner talked to the UAA APT Council about compensation.

- 983 UAF Staff Council: *Martin Klein and Maria Russell*

Staff appreciation day is May 19; having on line elections; last day to vote Dec 11; getting a little traction on staff handbook/directory to get it on line.

- 8.4 Statewide Administration Assembly: *Kim Eames and Dana Platta*

The bulk of the discussions at the last SAA meeting centered on Google mail and calendar; impact and communications.

9. Other Items of Concern

There were no additional items of concern

10. Closing Comments

There were no additional comments.

11. Adournment – The meeting was adjourned at 11:56am.