



Minutes

Staff Alliance

Tuesday, May 10, 2016

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

The meeting came to order at 10:04 a.m.

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 *joined at 11:45 p.m.*

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

2. Adopt Agenda

Gwenna moved to adopt the agenda as presented, and Nate seconded. There were no objections and the agenda was adopted as presented.

3. Approve Minutes

3.1. April 12 Minutes

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

4. Public and Guests Comment

None given.

5. Chair's Report

Faye thanked the group for their help in reviewing the memo response regarding the furlough policy. She noted she discussed the issue with President Johnsen and summarized the Alliance's stance on the matter. They also discussed the Strategic Pathways process—three academic and three administrative reviews will be conducted over the summer. The administrative review will conclude by end of summer. The academic reviews are expected to take a little longer; they will include: Education, Business/Management, and Engineering. The president expressed a desire to have staff, student and faculty representatives on each review team (likely the same three people on all teams). The president will come back to governance with more information and a specific plan on selecting those representatives. Faye noted she and the president also discussed the new leadership development program.

6. Staff Alliance Committee Reports

6.1. Staff Health Care Committee – See written report at end of minutes.

6.2. Compensation Committee – See written report at end of minutes.

6.3. Governance Process Committee – Morgan noted she had some ideas on process improvement (or clarification) and will call a meeting with Faye, Tom and Monique.

6.4. Morale Committee – The committee will need to wait until all of the new staff council members are settled to solicit additional members. Kolene noted they wanted to call themselves the Morale Movement, rather than committee. She also noted that demystifying the current change process will help keep anxiety at bay. HR is working on communication plan and FAQs to help ease tensions during the transition created by the expected budget shortfall.

7. External Committees

7.1. System Governance Council – The SGC passed a resolution in support of audio/video for public testimony at Board of Regents' meetings. They also reviewed the review of Title IX issues at UAF (the Feldman Report). AVP Oba gave an update on revisions to policies relating to Title IX; the working group has decided to postpone asking the Regents for approval to the September meeting. Council members reviewed a new pilot program for student loan refinance from the Alaska Student Loan Corporation (will help Alaskan's refinance their outstanding student loans and is paid for by tax exempt bonds). AVP Christensen provided an update on the state's budget and other legislative issues; UA's budget is currently stalled and likely to be one of the last settled. There is still a possibility that UA could receive the Senate funding (\$325M) rather than the House's (\$300M) as part of a deal to access the state's constitutional savings account. Legislators are currently looking at tax and revenue bills but nothing has a majority of support yet. Legislators are also only looking at budget/revenue legislation—all other bills are on hold (including SB 174).

7.2. Student Services Council – Have not met recently.

7.3. Joint Health Care Committee – See written report at end of minutes.

8. New Business

8.1. Revisions to R04.01.050 and R04.06.130

Members discussed the proposed changes to sick leave for extended temporary employees. Morgan will draft a response memo and share with Alliance members via Google Docs for review by next Friday, May 20, in time to send it by the May 25 review date.

8.2. Support for Step Increases

Faye noted this was a potential action item coming from the Compensation Committee. SAA also passed a motion asking for re-introduction of step increases. Alliance members discussed how best to move forward with this issue. There was general agreement to draft a similar motion that could be shared with the Regents. Morgan will draft and send to the group for comments and edits by May 25.

8.3. Officer Transition Schedule – elections next meeting? [Constitution & Bylaws](#)

After brief discussion of local staff council elections, Monique moved to suspend the Constitution rule on elections, and postpone the officer elections to July. The motion was seconded by Liz. Members voted by roll call and the motion passed 8-0.

8.4. Retreat Date

Members held a brief discussion about best dates for retreat. Faye noted she would prefer late July. Members from UAS noted a meeting on Tuesday, Wednesday, or Thursday would work best for them so they don't have to travel on the weekend. Members agreed that a Tuesday retreat would work and identified July 19 or 26 as possible dates. Morgan will check again at the June Alliance meeting.

8.5. Resolution of Appreciation for Faye Gallant

Monique led the discussion on the resolution of appreciation. After brief discussion, Monique moved to approve with minor amendment, and Nate seconded. All members voted to approve the resolution, however, Faye abstained. The resolution passed 6-0-1-1.

9. Ongoing Business Topics

9.1. UAF Resolution on Layoff Review

Faye noted the UAF Staff Council resolution was submitted to SW HR, however with the recent retirement of Interim CHRO Ardith Lynch, it is unsure who will review and provide a response.

9.2. FY17 Budget – See above update in System Governance Council report.

9.3. Transformation Team Reports [Website](#)

Reports are posted and available for review. Monique noted there was a short overview in the [April SW Voice](#). SW executives are responsible for establishing and executing communication plans to the campuses.

9.4. Strategic Pathways

[Website](#)

Members agreed most Strategic Pathways topics were already discussed during the meeting. Monique may be able to share new information with the group via email later this week.

10. Agenda Items for June 14 Meeting

None given. Send any to Morgan if any come up.

11. Roundtable discussion

12. Adjourn

Meeting adjourned at 11:58 a.m.

DRAFT

SHCC May 6, 2016 meeting note

From Kathleen McCoy

Members in attendance: Danielle Dixon (UAA), Kathleen McCoy (UAA), Melodee Monson (UAA), Susan Mitchell, (UAF alt) Monique Musick (SW), Linda Hall (SW), Aurthur Hussey (SW alt), Lisa Sporeder (SW)

Excused: Kayti Coonjohn, emailed in that she is out ill

Guest: Erika Van Flein, UA Benefits

March meeting notes: reviewed and accepted.

JHCC update: Erika, Monique and Kathleen all provided input on that meeting. The biggest news out of the April 22, 2016 JHCC meeting was a decision by the JHCC to revisit individual health plan member experience with out-of-network providers in FY16 to recalculate their allowed charge from 125% Medicare to 200% Medicare. The vote was an even split, 6 for and 6 against. The chair broke the tie in favor of recalculating. This was a recommendation to the University. Interim CHRO Ardith Lynch issued her decision on May 6. She rejected the JHCC recommendation. Her memo is attached for your review.

SHCC health plan consumer advocacy poster project: Danielle Dixon reported that she and Kayti Coonjohn have been gathering resources and images to generate some consumer-focused posters that will be archived at a Google Doc site and available for any SHCC members to download and post on their campuses. The repository is created; some of Premera's posters on Nurse Line, Patient Care, Best Docs have been shared here. The two graphic artists chose to suspend their creations until they had final word on FY17 UA Choice benefits. They expect to complete posters applicable to FY17 over the summer, and review them for accuracy with Erika Van Flein. Erika also noted that there were several consumer-oriented posters being developed and proofed that will be available for this repository as well.

SHCC and JHCC: The committee discussed SHCC role with respect to JHCC. While JHCC has voting authority to make recommendations to the University on health plan coverage, SHCC operates independently from JHCC and does not need to suspend meeting when JHCC does not meet. In light of that, SHCC chose to meet monthly throughout the summer, regardless if JHCC meets or not.

Next SHCC meeting: JHCC meets May 17. Morgan Dufseth will Doodle poll SHCC members to ascertain a meeting time during the last two weeks of May, 2016

ATTACHMENT: CHRO decision on JHCC. Please I include with this report.



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Many Traditions One Alaska

To: Abel Bult-Ito, Chair
Joint Health Care Committee

From: Ardith Lynch, Interim Chief Human Resources Officer

Date: May 6, 2016

Re: JHCC Motion from April 22, 2016

Thank you for your memo transmitting Motion 16.4 from the Joint Health Care Committee meeting on April 22, 2016.

Motion 16.4: The Joint Health Care Committee recommends that the University of Alaska Chief Human Resources Officer bring out of network payments for FY15-16 to 200% of Centers for Medicare and Medicaid Services (CMS).

I have considered the committee's recommendation to implement out of network payments retroactively for FY15-16 at 200% of Centers for Medicare and Medicaid Services (CMS). I have determined that the best interests of the University, its employees, or the health care plan would not be served by accepting the JHCC's recommendation.

The reasons for my determination are that the benefit to employees is outweighed by the inconvenience to both employees and affected health care providers, as well as the cost to the university and to employees' providers for handling 2000 reprocessed claims for the current fiscal year (from July 2015 to the present). If the claims were reprocessed, every health care provider who received additional reimbursement would have to review and adjust each patient's account. If the service has already been paid, the provider would have to issue a refund to either the patient's secondary insurance or the patient. If some or all of the original charges initially went to a patient's deductible, a subsequent provider may also be affected, owing a refund to Premera and having to bill the patient for that amount.

Implementation would require a mid-year contract change with Premera and reconfiguration for Premera's system, resulting in additional fees to the university, as well as coordination with BlueCard and the fee structure for claims from outside Alaska and Washington. In addition, all out-of-network claims would need to have a pay hold while the reprocessing of claims took place, a process that could easily extend into FY17.

While the increase from 125% to 200% would result in a slightly higher reimbursement for these services, it is not enough to justify the abovementioned negative impacts.

Thank you for your efforts and diligence to continue the productive work of the JHCC.

**Staff Alliance Compensation Committee
Report for Staff Alliance
May 2016**

Present: Mike Cox, Maureen Hunt, Brad Krick, John Moore, Monique Musick, Gwenna Richardson, Michelle Warrenchuk, Liz Winfree

The committee met on April 20. We are scheduled to meet again on Wednesday, May 18.

Sick Leave Bank: The committee discussed sick leave donation differences between staff and faculty. At least one faculty union allows for a sick leave bank that faculty can donate leave to upon retirement.

The committee discussed options for staff to donate sick leave: Staff can most commonly donate leave in response to a solicitation for leave (the recipient is anonymous). However, after the meeting, John spoke with UAA HR and confirmed via email that there is an option for staff to donate sick leave without a recipient. However, the donated leave expires when an employee terminates from UA and is limited to 80 hours per pay period.

End of Year Recommendations:

Maureen shared a draft for the FY17 recommendation. The group agreed to review the recommendations before our next meeting. Brad is working on an FY18 recommendation but did not have a draft for the committee.

The group discussed the merits of asking for step increases during this period of financial hardship: should we be pursuing other compensation goals rather than raises? Other members pointed out that we should still ask for pay increase, but probably not an automatic step increase. Instead, we should ask that if there are any pay increases in FY17 or FY18, part should go to steps.

Michelle expressed interest in the shorter work week idea (37.5 hours), and Brad said that he would provide the work done by UAF's Planning and Budget Committee when they looked at that idea in 2014.

JHCC meeting notes
April 22, 2016

Employee Assistance Program: The Employee Assistance Program will be listed as an agenda item on the next JHCC meeting (date unknown at this time.) Some feedback surfaced about this program, so JHCC will read and discuss at next meeting.

Patient Care explained: Emily Penner from Patient Care provided overview of this service to UA employees, including negotiating between patient and provider for reduction in balance billing for an out-of-network provider; setting up a longer payment schedule between patient and an out-of-network provider; helping a UA employee analyze which health care plan suits his or her family or needs best. They can also help a health-plan covered employee find an local in-network provider, or identify an in-network provider located out of state.

Patient Care has worked with Alyeska Pipeline for years, so is familiar with the peculiarities of the Alaska health marketplace.

Patient Care has had a 20 percent success rate in the Alaska marketplace in negotiating with doctors to get a partial write off or a discount. She said there is no incentive for doctors in Alaska to negotiate a discount or a write off. Some do, but don't feel the competitive pressure to do so.

Bringing 2015-16 health plan experience to 200% Medicare: The JHCC began a discussion of ameliorating impact of the 125% Medicare allowable charge for plan members who used an out of network provider in 2015-16. (Beginning July 1, out of network providers will be reimbursed at 200% of the allowable charge, an increase from 2015-16 of 125% Medicare). After much discussion of what this would entail, the committee voted to recommend to UA Chief Human Resources Officer that the university support a retroactive to 200% Medicare for impacted plan members for FY15-16. The vote was approved, and the resolution is attached. No word on approval has come from the university as of 5/4/2016.

Healthyroads update: At the time of the meeting, the April 30 deadline was fast approaching to meet requirements for the \$600 premium reimbursement. Utilization report is attached for sharing.

Travel benefit chart: Attached for viewing. Compares hip joint replacements, knee replacement etc., prices in state and using the travel benefit.

JOINT HEALTH CARE COMMITTEE

MEMORANDUM

DATE: April 28, 2016

FROM: Abel Bult-Ito, Chair - Joint Health Care Committee (JHCC)

SUBJECT: Motion 16.4 as approved for your consideration during the 04-22-16 Meeting

TO: Ardith Lynch, University of Alaska Chief Human Resource Officer

Dear Ardith,

The Joint Health Care Committee (JHCC) met April 22, 2016, for a regular phone conference meeting.

Following substantive discussions, the JHCC passed the following motion for your consideration:

Motion 16.4: The Joint Health Care Committee recommends that the University of Alaska Chief Human Resources Officer bring out of network payments for FY15-16 to 200% of Centers for Medicare and Medicaid Services (CMS).

Please provide a written response to the intent of motion 16.4 within the 20-day timeframe in accordance to the Collective Bargaining Agreements between the University and the Union represented groups.

Respectfully,



Abel Bult-Ito, Professor of Neurobiology
Chair Joint Health Care Committee

Cc: Local Union Presidents, Staff Alliance Chair, and JHCC members