

UNIVERSITY *of* ALASKA

Staff Alliance

Draft Minutes *(Approved @ Dec. 8, '09 mtg.)*

Tuesday, October 13, 2009 via audio conference
10:00am – 12:00 noon
Fairbanks site: Butrovich Building, Room 208A1
Bridge # 1-800-893-8850, pin # 4236369

1. Call to Order and Roll Call

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
Cynthia Rogers, President, UAS Staff Council
Gwenna Richardson, Vice President, UAS Staff Council
Kim Eames, President, Statewide Administration Assembly

Guests:

Juella Sparks
Heather Swanson

2. Adopt Agenda

MOTION: passed

“The Staff Alliance moves to adopt the agenda for the October 13, 2009 meeting as amended to reflect that Russell Pressley is liaison and Dana Platta is Staff Alliance alternate to the Retirement Committee. This action is effective October 13, 2009.

3. Approve Minutes

MOTION: passed

“The Staff Alliance moves to approve the August 4, 2009 minutes as amended.. This action is effective October 13, 2009.”

MOTION passed:

“The Staff Alliance moves to approve the September 17, 2009. This action is effective October 13, 2009.”

The September 8, 2009 minutes were postponed until the next meeting.

4. Chair’s Report

The Staff Alliance chair went to the September Board of Regents meeting and discussed Alliance goals, staff compensation being first. She received mixed reviews. The regents are not interested in moving the rate increase any higher than 3 percent. One regent said if non represented staff salaries could be cut, they should. Maria sent out her notes to the Staff Alliance this morning. The other thing is that the students are trying to get increases on their wages. The regents are being asked by administration to raise student employee wages by 25 cents across the board in FY11. The Coalition of Student Leaders advocates for a one dollar per hour wage hike, the rationale being that the student employee grid has not been adjusted since 2003.

Regarding the presidential search, the advisory committee did have a meeting. The consultant is currently writing a job description.

5. JHCC Non Represented Staff Appointments and Travel Criteria

Another draft was distributed a half hour ago.

Voting order: Liaison, 1st alternate, second alternate

Travel funding: liaison, 1st alternate, second alternate

Terms will be staggered. Non covered staff representatives will be determined by the Staff Alliance and will be

ACTION: Send final draft out for voting later.

6. Human Resources Items

6.1 Coalition Resolution

For FY10, in January, the administration plan is to 1) bring all students below minimum wage up to the minum wage and absorb the costs internally, and 2) propose a budget

change in FY11 to add a 25 cent increase to the entire student employee pay scale, with another 25 cents in FY12 and in FY13.

MOTION passed:

“The Staff Alliance moves to support the Coalition of Student Leaders in its endeavors to raise student employee wages. Student employees are a valuable resource to the university and as such, need to be compensated fairly. This action is effective October 13, 2009.”

6.3 Other Human Resource Issues: Compensation

Juella Sparks urged the Alliance continue to advocate for the 3.5 percent salary increase and that the Alliance needed to take a formal stand and issue a strong statement to make it clear that this issue should not go away like the non retention issue has.

Sparks said the Alliance has made every effort to work with administration to find a substitute for annual step increases. It has resulted in the establishment of a useless grid and no guarantees of any raises for anything at any time. In June, the new pay scale will be implemented. Nobody will be cut. Some will get a few cents increase. In July, nobody will get a pay raise unless the legislature funds it. The university no longer recognizes performance or length of service.

Sparks urged the Alliance to start a letter writing campaign to the Board of Regents .

Action: The Alliance chair will work with Cynthia Rogers to draft a formal letter to the president and Board of Regents.

7. External Administration Committee/Council Reports

7.1 Human Resources Council

Martin Klein just sent out a report that didn't go to everyone this morning. Pat will resend. The Human Resources Council is also considering a regulation change to compensate APT employees for overtime in special circumstances. Performance evaluation team is slogging its way through performance measures. Timeline is still a couple of months away from having a draft form out. It is uncertain how much input will be sought. Staff evaluation did come up in accreditation process at UAA.

Soft closure – when taking leave, anyone in pay status can take leave without pay or annual leave during a holiday but they normally don't get their holiday pay if they do that. However, for the soft closure December 21-23, employees will still be considered in pay status for the purposes of receiving holiday pay. Problem is holiday pay is based on working a five day, eight hour per day week, not for four 10s or some other variation where you are not working the day before a paid holiday. UAS has never had a problem, but Maria Russell has had a problem. \

7.2 Business Council

The next Business Council meeting is November 11. A new cell phone policy is being circulated. A policy was needed to comply with IRS standard. Currently personal phones can be used for business and reimbursement by UA but those calls have to be documented and defended. Talked about phased implementation as current UA plans expire.

7.3 Student Services Council

SSC did not meet last month. Next meeting SSC is in Anchorage and Russell Pressley was asked participate. The vice chancellors and registrars have asked that if a student has \$200 or less owed the university to allow them to register for classes. Students would still have to pay up in order to graduate or get grades or transcript.

7.4 Information Technology Executive Council (ITEC)

The legislature did an audit on distance education and Senate Finance is scheduling a meeting in Fairbanks to discuss this audit with ITEC.

7.5 Joint Health Care Committee

Heather Swanson reported that the primary focus of meeting yesterday was presentation from Caramark and the reduction of health care costs from 7.2 percent to 6.4 percent versus the national average increase of 11 percent. The university is still lower than industry average but gap is closing. Mike Humphrey stressed the use of generic drugs when appropriate and make sure people are taking appropriate drugs when they are supposed to be taking them. Anti-viral drugs are 8th largest usage category. Mike sent out a sample newsletter to targeted groups; will wait until after the meeting with Fall River Consulting to decide final format and distribution. It would be a good idea to outsource it. Doing an internal newsletter would work for a few issues and then it would fall off. The other concern is the liability of the situation to back up what you say with medically correct information. Reduction in drug prices from 7.2 to 6.4 was due in large part to a lower price agreement with Caramark and the moving from a 2- tier to 3-tier program. This is one time step down in costs. If we do nothing else, costs will increase. Can Caramark make a presentation to staff governance.? Are you expecting decisions to be made in plan design in November or December? A recommendation has to be made by the end of December. Don't expect a decision at the Nov 5 JHCC JHCC won't make a decision until the last minute. Fall River reviewed our healthcare plan and how it worked. JHCC has been working with Fall River and the report will be condensed and assimilated November 5 and 6 in Anchorage.

7.6 Staff Health Care Committee

Once the committee obtains a date for a we get a date for a Caramark presentation, the date will be distributed.

7.7 Performance Evaluation Committee

The committee reviewed the process of employees previously hired and want to be rehired where supervisors were not checking references. Labor relations relating to performance evaluations for bargained faculty were discussed. UAA in grade step increase requests will require a performance evaluation. Contract doesn't prohibit evaluations but HRC stepped cautiously. Supervisors have to undergo training and have to get agreement from HR before proceeding. Performance evaluation cannot be used for discipline when covered by union contract.

8. Goals for the year.

Staff Compensation: Lead: Gwenna Richardson, Assisting, Russell Pressley, Martin Klein, Maria Russell, Kim Eams and Megan Carlson

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

Integrated Advocacy: Lead: Megan Carlson, Assisting: Martin Klein and Kim Eames.

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

Staff emeritus - Lead Martin Klein, Assisting Maria Russell

9. Staff Governance Reports

Staff Governance Reports will hereafter be submitted in writing and appended to the minutes.

10. Other Items of Concern - None

11. Closing Comments – None

12. Adjournment – The meeting was adjourned at approximately 12:15pm.