

UNIVERSITY of ALASKA

Staff Alliance

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

Tuesday, November 10, 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

Dana Platta, Vice President, Statewide Administration Assembly

Pat Ivey, Executive Officer, System Governance

2. Adopt Agenda as amended passed

MOTION: passed

“The Staff Alliance moves to adopt the agenda for the November 10, 2009 meeting as amended. This action is effective November 10, 2009

3. Approve Minutes - TABLED TO NEXT MEETING

4. Report of the Staff Alliance Chair

4.1 October 30 Board of Regents Meeting

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

Maria Russell testified at the October 30 Board of Regents meeting, as did Lisa Sporleder, 2nd JHCC alternate and former Alliance chair.

4.2 November 30-December 1, Board of Regents Meeting

Chair Russell will be in Anchorage to testify at the Board of Regents meeting and called for feedback from members on issues to address. The Board also has scheduled to meet November 20 at 1pm to approve the budget, provided meetings with the governor have taken place.

4.3 Presidential Search

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

The national search for the new UA president was launched this morning.

5. Compensation

Testimony

<http://gov.alaska.edu/staff/2009-11-09.sparks-compadvocacy.pdf>
<http://gov.alaska.edu/staff/2009-10-30.sporleder-testimony.pdf>

HR information

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

If the legislature does approve the three percent salary increase, how does the university address step? Beth Behner was seen as willing to reopen and reinvestigate the issue. State agencies use a different mechanism, i.e., salary savings which the university no longer uses. It was suggested that the discussion be broadened to include areas where we do have savings in comparison with the state such as the lower UA contribution to the UA employee supplemental contribution of a flat \$42,000 versus the state contribution of 70 – 80 percent etc.

Note Juella's written testimony about receiving a decrease in July because of no step and higher health care costs. Note also Lisa Sporleder's testimony. Continue to broaden definition of compensation. Keep a positive relationship with administration but we have to represent staff and their interests.

6. Report on JHCC Meetings

<http://gov.alaska.edu/staff/2009-11-09.chain-nonchain-meduse.pdf>
<http://gov.alaska.edu/staff/2009-11-05.fallriver-holistic-costcontainment.pdf>

To access 2nd PDF,
after the "11-05"
REPLACE "," in
link with "."

Gwenna reported on the report from Fall Rivers but no decisions were made. She had what the staff health care committee submitted. Next Friday, November 20 there is a four hour JHCC meeting to go over the long term strategies for health care that Fall River designed, but nothing has been decided. See the 116-page document on line. The relationship between the doctor and the pharmacy is unclear. Post also Fall River documents and staff health care committee recommendations; Gwenna got a four page strategy outline but JHCC didn't get through the first two pages. The main goal is to minimize the health care benefits

cost increases for staff and faculty next year. Including long term strategies and long term strategy goals. The Staff Alliance Health Care Committee will meet after the 20th. JHCC will probably meet twice in December.

Membership: Upon the resignation of Heather Swanson as voting member, first alternate Gwenna Richardson became the voting member on JHCC. Lisa Sporleder continues as first alternate. The second alternate position will be voted upon in January.

Maria sent out a document containing the JHCC membership criteria as follows:

MOTION: passed

“The Staff Alliance moves to adopt the membership criteria for Staff Alliance representation on the Joint Health Care Committee as shown below. This action is effective November 10, 2009.”

Joint Health Care Committee Membership Defined

Staff Alliance will have one voting member and two alternate positions on the Joint Health Care Committee (JHCC), as defined herein.

Membership will be decided by the Staff Alliance and preference for membership will be given to Staff Alliance Members. The voting member should be a member of Staff Alliance. Staff governance members outside of Staff Alliance may submit formal written requests if they desire membership on this committee. Any seats not filled by Staff Alliance members will be opened up to all MAUs governance units for recruitment.

JHCC members are required to remain a part of a governance group. In cases where the member is no longer a part of governance, Staff Alliance will have up to three months to find a replacement. The voting member should always be a part of governance, in the case the voting member is no longer a part of governance, the first alternate will take on the role of voting member.

The terms for the voting member and the first alternate will run for two years while the second alternate's term will be for one year. The terms will run from August through July.

Requirements

- *Show intention of remaining in governance throughout the full term.*
- *Be able to travel as needed, if unable to make a particular trip member must inform alternates and Staff Alliance.*
- *The voting member must submit a written report before the Staff Alliance Meeting (Or should it be within five business days???)*

Travel

This membership may require travel. The voting member usually travels to Anchorage and Seattle at least once a year. The travel funds are provided by Statewide HR. Staff Alliance will update the membership list with SWHR as needed. Staff Alliance recommends to SWHR that the voting member gets priority travel, then the first alternate.

7. External Administration Committee/Council Reports

7.1 Human Resources Council (HRC)

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

Martin Klein missed the meeting thanks to Google Calendar. The Human Resources Council met on October 29. Gwenna Richardson listened in but did not receive the agenda and minutes from the previous meeting, making the meeting difficult to follow. Both the liaison and the alternates should be receiving the agenda

New FMLA forms and will be a two step process; changes to leave share and updates to the definitions, very minor. Main FMLA change relates to cesarian sections. Human resources will also start tracking FML in Banner.

Mike Humphreys gave an update on JHCC. Still discussing pharmacy because Caramark can change plan to what UA wants. Other items include

- Increasing the individual health planning sessions,
- Keeping the monetary incentive for IHP
- Discussing changing the time period for when the benefits kick in. Right now, benefits start on first day of employment. Looking at a 30 day wait until benefits kick in. Do we have cost savings?
- Talking about increasing student employee wages coalition proposal of \$1. If we do the \$1 the campuses have to eat the difference.
- Posting the new staff salary schedule on the HR web site. The main difference is change dollars to percentages. When employee switches from one MAU to another (if they were fired for cause from the first) a red flag will be placed in banner so hiring supervisor will know this.
- Still talking about grant reporting and automated time sheets; working with ITEC on it.

7.2 Business Council

Liaison: Cynthia Rogers, Alternates: Martin Klein and Dana Platta
<http://gov.alaska.edu/staff/2009-10-06.buscouncilag.pdf>

Business Council date of next meeting will be determined shortly.

7.3 Student Services Council

Liaison: Kim Eames, Alternate: Russell Pressley

There is no evidence the SSC has met since the last Alliance meeting but Pat Ivey will check.

7.4 Information Technology Executive Council (ITEC)

Liaison: Dana Platta, Alternate: Gwenna Richardson

Attachment 7.4

<http://www.alaska.edu/pmo/itec/agenda-and-meeting-notes/>
<http://gov.alaska.edu/staff/2009-10-13.ITECagenda.pdf>

Platta will send out latest minutes. The renewal of bandwidth services will be \$5 million. ITEC is working on identifying how electronic time sheets and grant reporting will be implemented and new regulations about being able to retain credit card information. UAA moved to Microsoft Exchange and UAF and SW moved to Google Mail. Next meeting will be on November 17 from 8-noon to prioritize all years projects and proposals for new projects. UA received a gift from ACS for a backup center \$4-6 million. Notes should be posted to the ITEC web shortly.

- 7.5 Joint Health Care Committee and Wellness Program See Attachment 6.
Liaison: Gwenna Richardson
Alternate: Lisa Sporleder

See Item 6 above.

- 7.6 Staff Health Care Committee - *Megan Carlson, Chair*
<http://gov.alaska.edu/Staff/Agendas/2009/09-21SAHCC.pdf>

SHCC recommendations were forwarded but the concerns SHCC raised weren't really being heard.

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

Committee is getting ready to meet again.; slogging through definitions; getting pressure to speed things up. Again, the alternates are not receiving notice, agendas or anything else. Send a memo that alternates should also be included on the distribution list.

- 7.8 Retirement Committee
Liaison: Russell Pressley, Alternate: Dana Platta

This committee has not met.

8. Staff Alliance Goals – Reports

- 8.1 Staff Compensation
Lead: Gwenna Richardson
Assisting: Maria Russell, Kim Eames and Megan Carlson, Dana Thomas
- 8.2 Community Engagement
Lead: Russell Pressley
Assisting: Cynthia Rogers and Martin Klein

Russell Pressley requested that local staff councils send him reports on what they have been doing.

- 8.3 Integrated Advocacy
Lead: Megan Carlson
Assisting: Martin Klein and Kim Eames, Dana Thomas

Integrated Advocacy Committee has been on hold pending approval of the FY11 UA operating and capital budget

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

There was nothing to report.

- 8.5 Staff Emeritus
Lead: Martin Klein
Assisting: Maria Russell

Martin Klein spent some time searching staff emeritus policies at other universities, as did Maria Russell and will forward her results to Klein.

9. Staff Governance Reports

- 9.1 UAS: *Cynthia Rogers and Gwenna Richardson*
<http://www.uas.alaska.edu/staffcouncil/>

The UAS Staff Council is working on a staff training calendar and has held two staff trainings so far; working with Heather Swanson on wellness breaks. The Council is also organizing a food drive and hats, mittens, gloves, PB&J drive, organizing snack wars where different departments compete for best healthy snacks. The next Council meeting is November 20 in Ketchikan.

- 9.2 UAA Classified Council, APT Council: *Megan Carlson and Russell Pressley*
<http://www.uaa.alaska.edu/governance/apt/index.cfm>
<http://www.uaa.alaska.edu/governance/classified/index.cfm>

The UAA Classified Employee Council met jointly with APT Council and talked about merging, commonalities and working together to get members to testify at the Board of Regents meeting November 30-December 1. Other actions include

- Working on advocacy and meeting with legislature next year.
- Doing a day of service. The UAA chancellor supports this and has selected a day of service at Food Bank of Alaska on March 24.

- 9.3 UAF Staff Council: *Martin Klein and Maria Russell*
<http://www.uaf.edu/uafgov/staff/Handbook/SC%20Fall%2009.pdf>
<http://www.uaf.edu/uafgov/staffcouncil.html>

UAF Staff Council meets November 18 and is conducting elections for even numbered units. Elections will be held on line this year. The UAF chancellor open forum is today at 1:30pm.

- 9.4 Statewide Administration Assembly: *Kim Eames and Dana Platta*
<http://www.alaska.edu/governance/statewide-administrative-/>

SAA is meeting tomorrow. The hot topic from last meeting is the shift to Google with limited warning and training; lots of comments and questions; inviting Steve Smith to the meeting. SAA has 10-11 pages of comments, which will be presented to him. Talked a bit about compensation; working on the holiday stuff, food drive, potlucks, and signed up for sponsoring two families for Christmas.

10. Other Items of Concern

UAS employees have been contacted by ASEA about organizing at UAS. At last UAF Staff Council meeting a representative from APEA attended. In Anchorage, unions are looking at dividing the staff into two groups represented by two different unions. Claimed they were not officially affiliated with anyone just searching to see where the interest lies; a third party group has been hired by one of the two unions to survey interest.

11. Closing Comments

New FML regulations state that the university would terminate the employee after 18 weeks even if they have more accrued sick leave. In the supervisory training, that was clearly mentioned. This item was placed on the agenda for the next meeting. Beth Behner will be asked to speak to the issue.

12. Adjourn

The meeting was adjourned at 11:55pm.

Numbers filled at Chain Pharmacies vs. Non-Chain Pharmacies

Pharmacy Chain Name/ Pharmacy Name	Pharmacy Chain Indicator	Pharmacy City	Pharmacy State	Distinct Utilizers	Rxs	Gross	Net	Member
FRED MEYER INC	Y	FAIRBANKS	AK	1,222	10,582	\$728,015	\$602,786	\$125,229
CARRS QUALITY CENTER	Y	ANCHORAGE	AK	447	4,627	\$323,791	\$267,289	\$56,502
FRED MEYER INC	Y	ANCHORAGE	AK	394	3,481	\$244,513	\$198,344	\$46,169
GENUARDIS PHARMACY	Y	FAIRBANKS	AK	245	2,294	\$162,826	\$136,499	\$26,327
GOOD NEIGHBOR PHCY PROVIDER NTKW	Y	FAIRBANKS	AK	240	1,858	\$128,165	\$108,557	\$19,607
WALMART STORES INC	Y	FAIRBANKS	AK	135	956	\$54,758	\$44,331	\$10,426
COSTCO PHARMACIES	Y	ANCHORAGE	AK	115	895	\$66,973	\$54,678	\$12,295
GENUARDIS PHARMACY	Y	NORTH POLE	AK	85	724	\$50,810	\$41,742	\$9,068
FRED MEYER INC	Y	JUNEAU	AK	75	657	\$34,915	\$27,301	\$7,614
CARRS QUALITY CENTER	Y	EAGLE RIVER	AK	57	557	\$37,308	\$30,319	\$6,989
GENUARDIS PHARMACY	Y	JUNEAU	AK	69	555	\$36,170	\$29,280	\$6,890
FRED MEYER INC	Y	WASILLA	AK	32	438	\$31,824	\$27,160	\$4,664
CARRS QUALITY CENTER	Y	PALMER	AK	37	418	\$34,029	\$28,782	\$5,247
WALMART STORES INC	Y	ANCHORAGE	AK	82	364	\$24,817	\$20,010	\$4,807
GENUARDIS PHARMACY	Y	KODIAK	AK	20	326	\$22,520	\$18,644	\$3,875
LEADER DRUG STORES INC	Y	ANCHORAGE	AK	39	319	\$24,131	\$20,164	\$3,967
FRED MEYER INC	Y	SOLDOTNA	AK	35	312	\$22,369	\$18,336	\$4,033
LEADER DRUG STORES INC	Y	FAIRBANKS	AK	95	287	\$23,272	\$19,925	\$3,346
WALMART STORES INC	Y	EAGLE RIVER	AK	29	283	\$19,876	\$15,679	\$4,197
UNITED DRUGS RURAL NETWORK	Y	KETCHIKAN	AK	18	277	\$22,357	\$19,322	\$3,036
MCKESSON PREFERRED PROVIDER NETWORK	Y	VALDEZ	AK	22	275	\$12,134	\$9,583	\$2,551
FRED MEYER INC	Y	EAGLE RIVER	AK	41	272	\$17,996	\$14,707	\$3,289
DOD PHARMACO ECONOMIC CENTER	Y	FORT WAINWRIGHT	AK	40	250	\$15,031	\$12,309	\$2,722
GOOD NEIGHBOR PHCY PROVIDER NTKW	Y	ANCHORAGE	AK	51	249	\$15,931	\$12,778	\$3,153
CARRS QUALITY CENTER	Y	KETCHIKAN	AK	22	190	\$11,418	\$9,001	\$2,417
UNITED DRUGS RURAL NETWORK	Y	JUNEAU	AK	24	179	\$8,506	\$6,614	\$1,892
ACCESSHEALTH	Y	ANCHORAGE	AK	22	164	\$23,599	\$22,129	\$1,470
GOOD NEIGHBOR PHCY PROVIDER NTKW	Y	SOLDOTNA	AK	23	156	\$9,003	\$7,433	\$1,570
CARRS QUALITY CENTER	Y	WASILLA	AK	16	152	\$9,767	\$7,565	\$2,202
UNITED DRUGS	Y	PALMER	AK	9	143	\$10,907	\$7,822	\$3,085
UNITED DRUGS RURAL NETWORK	Y	EAGLE RIVER	AK	22	132	\$11,745	\$9,877	\$1,868
FRED MEYER INC	Y	PALMER	AK	28	127	\$8,682	\$6,802	\$1,880
CARRS QUALITY CENTER	Y	KENAI	AK	23	118	\$6,835	\$4,952	\$1,883
CARRS QUALITY CENTER	Y	SOLDOTNA	AK	15	118	\$7,174	\$5,820	\$1,354
CARRS QUALITY CENTER	Y	HOMER	AK	15	116	\$12,004	\$10,145	\$1,859
CARRS QUALITY CENTER	Y	SEWARD	AK	16	104	\$5,397	\$4,269	\$1,128
WALMART STORES INC	Y	JUNEAU	AK	9	98	\$7,144	\$5,582	\$1,562
TRINET	Y	KETCHIKAN	AK	3	94	\$11,666	\$10,912	\$754
WALMART STORES INC	Y	WASILLA	AK	10	85	\$4,737	\$3,882	\$856
UNITED DRUGS RURAL NETWORK	Y	WASILLA	AK	13	84	\$7,583	\$6,468	\$1,114
DOD PHARMACO ECONOMIC CENTER	Y	ELMONDORF AFB	AK	18	82	\$4,433	\$3,387	\$1,045
ACCESSHEALTH	Y	HOMER	AK	11	80	\$6,974	\$5,916	\$1,058
TARGET CORPORATION	Y	ANCHORAGE	AK	11	65	\$2,747	\$1,854	\$893
ACCESSHEALTH	Y	JUNEAU	AK	8	59	\$5,184	\$4,414	\$770
TARGET CORPORATION	Y	WASILLA	AK	11	55	\$5,605	\$4,562	\$643
WALMART STORES INC	Y	KODIAK	AK	8	50	\$3,623	\$2,978	\$644
LEADER DRUG STORES INC	Y	WASILLA	AK	7	31	\$1,581	\$1,314	\$267
SE ALASKA REG HLTH CONSORT PHY	Y	JUNEAU	AK	6	30	\$474	\$331	\$144
ACCESSHEALTH PLUS	Y	JUNEAU	AK	5	27	\$1,414	\$1,200	\$214
WAL GREENS DRUG STORE	Y	ANCHORAGE	AK	11	23	\$1,658	\$1,344	\$315
WALMART STORES INC	Y	KETCHIKAN	AK	3	14	\$272	\$179	\$93
DEPT OF VETERANS AFFAIRS	Y	ANCHORAGE	AK	5	12	\$269	\$155	\$115
UNITED DRUGS	Y	CRAIG	AK	1	8	\$249	\$209	\$40
UNITED DRUGS	Y	KENAI	AK	1	7	\$235	\$110	\$125
ACCESSHEALTH	Y	DELTA JUNCTION	AK	2	6	\$1,059	\$969	\$90
ACCESSHEALTH	Y	TOK	AK	1	5	\$224	\$169	\$55
DOD PHARMACO ECONOMIC CENTER	Y	EIELSON AFB	AK	3	5	\$83	\$65	\$18
WALGREENS DRUG STORE	Y	WASILLA	AK	3	4	\$929	\$849	\$80
				4,010	33,879	\$2,347,710	\$1,938,202	\$409,508
	Chain Percent of Total			95.4%	95.7%	97.3%	97.5%	96.6%
CHIEF ANDREW ISAAC HEALTH CENTER	N	FAIRBANKS	AK	50	511	\$15,472	\$11,105	\$4,367
ALASKA NATIVE MEDICAL CENTER	N	ANCHORAGE	AK	28	338	\$13,709	\$10,600	\$3,109
YUKON-KUSKOKWIM DELTA REG HOSP	N	BETHEL	AK	10	180	\$7,793	\$6,456	\$1,338
NORTON SOUND REGNL HOSP PHCY	N	NOME	AK	10	139	\$8,036	\$6,026	\$2,010

ANCHORAGE PRIMARY CARE CENTER	N	ANCHORAGE	AK	18	107	\$7,478	\$6,501	\$977
WHITE'S PHARMACY	N	SITKA	AK	11	51	\$3,244	\$2,584	\$660
KANAKANAK HOSPITAL	N	DILLINGHAM	AK	14	46	\$1,482	\$1,071	\$411
MANILAQ HEALTH CENTER PHARMACY	N	KOTZEBLUE	AK	2	25	\$942	\$664	\$279
BASSETT ARMY COMMUNITY HOSP	N	FORT WAINWRIGHT	AK	8	23	\$1,125	\$870	\$255
SEARHC	N	SITKA	AK	4	23	\$344	\$223	\$122
GENEVA WOODS PHARMACY INC	N	ANCHORAGE	AK	1	16	\$2,232	\$2,077	\$155
MEDICAL CENTER PHARMACY	N	FAIRBANKS	AK	12	16	\$393	\$217	\$176
3RD MDG SGSR	N	ELMENDORF AFB	AK	8	13	\$504	\$349	\$155
354TH MEDICAL GROUP	N	EIELSON AFB	AK	3	7	\$246	\$123	\$123
MYDOKTORS PHARMACY	N	WASILLA	AK	4	6	\$320	\$205	\$116
PETERSBURG REXALL DRUG INC	N	PETERSBURG	AK	1	5	\$523	\$438	\$85
HARRY RACE DRUG	N	SITKA	AK	3	3	\$91	\$76	\$15
ALASKA VAHSRO	N	ANCHORAGE	AK	2	2	\$9	\$1	\$8
NORTH POLE PRES LABORATORY	N	NORTH POLE	AK	1	1	\$9	\$9	\$0
SE ALASKA REGIONAL HEALTH	N	JUNEAU	AK	1	1	\$380	\$360	\$20
YKHC PHARMACY	N	BETHEL	AK	1	1	\$3	\$0	\$3
TOTAL				192	1,514	\$64,335	\$49,953	\$14,382
		Non chain percent of total		4.6%	4.3%	2.7%	2.5%	3.4%

Notes: