UNIVERSITY of ALASKA

Staff Alliance

Draft Minutes *(Approved @ 6/8/2010 mtg.)*

Tuesday, May 11, 2010 via audio conference
Beginning at 10:00am
Fairbanks site: Butrovich Building, **Carter Conference Room**
Bridge # 1-800-893-8850, pin # 4236369

1. Call to Order and Roll Call
   Maria Russell, Chair of the Staff Alliance and President-elect, UAF Staff Council
   Megan Carlson, President, UAA Classified Council
   Cynthia Rogers, President, UAS Staff Council
   Gwenna Richardson, Vice President, UAS Staff Council
   Kim Eames, President, Statewide Administration Assembly
   Dana Platta, Vice President, Statewide Administration Assembly

   Pat Ivey, Executive Officer, System Governance

   Others present:

   Beth Behner, Chief Human Resources Officer
   Mike Humphrey, Director, Benefits
   Michelle Rizk, AVP, Budget
   Jeannine Senechal, Director, Compensation

2. Adopt Agenda

   MOTION: passed

   "The Staff Alliance moves to adopt the agenda for the May 11, 2010 meeting. This action is effective May 11, 2010."

3. Approve April 12, 2010 Minutes
   http://gov.alaska.edu/staff/minutes/2010/04-12.pdf

   MOTION: passed

   "The Staff Alliance moves to approve the minutes of the April 12, 2010 meeting as amended to remove approval of the February and March minutes and additional changes. This action is effective May 11, 2010."

   Reschedule approval of February and March minutes in June.

4. Report of the Staff Alliance Chair

4.1   Annual Report Topics

Topics will include health care, staff compensation, presidential search committee, and community engagement.

4.2   Board of Regents Meeting June 3-4, 2010, Anchorage
http://www.alaska.edu/bor/agendas/

Maria Russell will attend the Board of Regents meeting, summarize the annual report, and be present for the presentation of the Staff Make Students Count Awards.

4.3   Staff Make Students Count Award - Status
http://gov.alaska.edu/staff/studentscount/default.html

Nominations have been submitted to the President. Statewide had no nominations this year.

5.   Legislative and UA Presidential Update

Michelle Rizk reported that Mr. Gamble came to Fairbanks on Friday and met with Regent Henry and a few statewide staff. He will begin June 1 and will attend the June Board of Regents meeting. President Hamilton will still be president and will be running the Board of Regents meeting.

There is nothing else to report on legislative update other than what is in the capital budget. It is unknown what Governor Parnell will approve on the capital side. As of today, the capital budget has not yet been submitted to the Governor. The SEG is looking at a cell phone policy right now because of a new IRS ruling that cell phones paid for by the university are a taxable benefit.

6.   Academic and Student Matters

6.1   Academic Master Plan

http://www.alaska.edu/files/research/AMP%20for%20Distribution.pdf
UAF Faculty Senate links
http://www.uaf.edu/uafgov/faculty/09-10_senate_meetings/165/UNIVERSITY_OF_ALASKA_AMP_DRAFT_23.doc
http://www.uaf.edu/uafgov/faculty/09-10_senate_meetings/165/AcadMasterPlan_FinalCharge.pdf

UAA Assembly and faculty senate reviewed it. Megan will send out what UAA assembly passed. The AMP has just been given to UAF Staff Council for next Tuesday. Place AMP on the June Staff Alliance agenda.

6.2   Other Academic and Student Matters

There were no other academic and student matters.

7.   Human Resource Issues

7.1   Performance Evaluation Update

Martin Klein is part of the committee which has met at least 20 times; unsure what the problem is trying to perfect the form and process without input from StafF Alliance and supervisors.

7.2   Union Update   Attachment 7.2
        http://www.alaska.edu/labor/union-organizing/index.xml

        Communication is coming out today on status of ALRA petition review. Originally ASEA and APEA were organizing, then APEA stepped out . Then ASEA decided to redo its earlier petition to include exempt staff. The original ASEA petition only covered nonexempt staff. Now the issue has been further complicated in that ASEA wants to represent temporary employees as well as permanent employees. There was a conference call between HR, ALRA and the union on April 26about this. To date, however, no new description has been received about who is to be organized. It doesn't serve anyone's interest to draw out the process.. Also, in preparing employee comparisons, ASEA sent something out that didn't really compare UA employees to state employees who are comparable. Beth Behner will try to write something up about changes in the role of governance. There will be changes because of wages hours and working conditions have to go to the unions. Behner doesn't when elections will held.

7.3   Open Enrollment
        http://gov.alaska.edu/staff/2010-05-10open-enrollment.pdf
        http://www.alaska.edu/benefits/open_enrollment/

        Open enrollment will close May 14, 2010.

7.4   Leave Share Resolution
        http://gov.alaska.edu/staff/2010-03-05.CSW-Leave-ShareSupport.pdf

        It is estimated that the leave share resolution would cost about $250,000. Mike Humphrey will cost it out.

7.5   Salary Grid Adjustment Communications
        http://gov.alaska.edu/staff/2010-05-10.SAMPLE-gridnotice.pdf
        http://gov.alaska.edu/staff/2010-05-10.salarygrid-faq.pdf

        Communications will go out by mail to employees regarding salary grid adjustments.

7.6   Furloughs

        The UAF chancellor wants the authority to furlough staff but general counsel said no because we are in a union situation.

7.7   Other Human Resources Issues

        Non retentions – chart provided. Most non retentions are non represented employees. What we have in Banner may represent the final determination…best info we have from Banner. Does not include temporary employees or students, or term employees whose terms expire and are not renewed. HR did send the data to the MAUs for review.

        Additional seats on JHCC: we have a staff healthcare committee as well. May be better for SHCC meetings before JHCC meetings. While might think more weight given to JHCC, it really does not work out that way. JHCC makes recommendations which may or may not be

3

accepted. Tried hard to meet before JHCC but almost impossible because JHCC doesn't meet regularly and sends out agendas just before JHCC meetings. Impression Megan gets is that only one seat for non represented staff on JHCC sends the message that non represented staff are less valued.

Beth recommended that a formal request for an additional seat for non represented staff be sent to Beth Behner in writing.

8. External Administration Committee/Council Reports

8.1 Human Resources Council (HRC)
Liaison: Martin Klein, Alternates: Gwenna Richardson and Maria Russell

Next meeting of HRC is May 26.

8.2 Business Council
Liaison: Cynthia Rogers, Alternates: Martin Klein and Dana Platta

Next meeting of the Business Council is May 20.

8.3 Student Services Council
Liaison: Russell Pressley

No report was given.

8.4 Information Technology Executive Council (ITEC)
Liaison: Dana Platta, Alternate: Gwenna Richardson
http://www.alaska.edu/pmo/itec/agenda-and-meeting-notes/
http://gov.alaska.edu/staff/2010-04-01.oit-cmt.pdf

The next ITC meeting is May 13, Gwenna won't be there.

8.5 Joint Health Care Committee and Wellness Program
Liaison: Gwenna Richardson
1st Alternate: Cynthia Rogers, 2nd Alternate: Lisa Sporleder
http://www.alaska.edu/benefits/joint-health-care-committ/
Recent Documents
http://gov.alaska.edu/staff/2010-04-08.jhccmins.pdf

JHCC met in early April. Next meeting is May 13.

8.6 Staff Health Care Committee - *Megan Carlson, Chair*

SHCC hasn't met recently.

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

Gwenna hasn't been notified since January of any meetings.

8.8 Retirement Committee
Liaison: Russell Pressley, Alternate: Dana Platta

4

There have been no meetings lately; nothing to meet on

9.   Staff Alliance Goals – Reports
   9.1   Staff Compensation
          Lead: Gwenna Richardson
          Assisting: Maria Russell, Kim Eames and Megan Carlson

          Gwenna is consolidating information; will be sending stuff out very soon.

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

          Russell collecting community engagement information.

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

          The Integrated Advocacy Committee met before and during the session

   9.4   Child and Family Friendly Policies
          Lead: Gwenna Richardson

          No report was given

   9.5   Staff Emeritus
          Lead: Martin Klein, Assisting: Maria Russell

          Did find a staff emeritus definition under faculty emeritus. It's not in the staff section. Maria
          and Martin are working on a proposal.

10.   Staff Governance Reports:

   10.1   UAS Staff Council: *Cynthia Rogers and Gwenna Richardson*

           UAS Staff Council is having elections today through May 18; is having a retreat on May 20 and
           a Staff Development day on May 21.

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

           UAA Classified held its last meeting of the year; still trying to combine APT and Classified
           Councils and UAA's Staff Development Day is May 13.

   10.3   UAF Staff Council: *Martin Klein and Maria Russell*   Attachment 10.3

           Officer elections will occur next Tuesday for president-elect. UAF Staff Appreciation Day is
           May 19. Council is working on staff compensation issue and creating a web site for historical
           data.

   10.4   Statewide Administration Assembly: *Kim Eames and Dana Platta*   Attachment 10.4

SAA meets tomorrow. Ann Sakumoto said SAA staff can register for UAF staff appreciation day and Anchorage statewide staff can attend UAA Staff Development Day.

11. 2010-2011 Calendar
     http://gov.alaska.edu/staff/calendar/2010-2011default.html

     Calendar approval until June when we have a confirmation on the president's retreat.

12. Closing Comments

     Ann Sakumoto commented that there some broken links on the Staff Alliance web site.

13. Adjourn – The meeting was adjourned at 11:20PM.

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Attachments

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11.   Calendar, 2010-2011
         http://gov.alaska.edu/staff/calendar/2010-2011default.html