

# UNIVERSITY *of* ALASKA

---

## Staff Alliance

### Draft Minutes *(Approved @ Sept. 14, 2010 meeting.)*

Tuesday, July 13, 2010 via audio conference

10:00am – 12:00 noon

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

#### 1. Call to Order and Roll Call

Present:

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

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

Megan Carlson, President, UAA Classified Council

Gwenna Richardson, Vice President, UAS Staff Council

Lisa Sporleder, President, Statewide Administration Assembly

Pat Ivey, Executive Officer, System Governance

Others present:

Juella Sparks, former UAF Staff Council president

Kayt Sunwood, former UAF Staff Council president

Martin Klein, former UAF Staff Council president

Mike Humphrey, Director, Benefits

Beth Behner, Chief Human Resources Officer

#### 2. Adopt Agenda

MOTION: passed

“The Staff Alliance moves to adopt the agenda for the July 13, 2010 meeting. This action is effective July 13, 2010.”

#### 3. Approve Minutes

3.1 February 9, 2010

<http://gov.alaska.edu/Staff/minutes/2010/02-09.pdf>

MOTION passed

“The Staff Alliance moves to approve the minutes of the February 9, 2010 meeting. This action is effective July 13, 2010.”

3.2 March 16, 2010

<http://gov.alaska.edu/Staff/minutes/2010/03-16.pdf>

MOTION: passed

“The Staff Alliance moves to approve the minutes of the March 16, 2010 meeting. This action is effective July 13, 2010.”

3.3 June 8, 2010

APPROVAL TABLED UNTIL NEXT MEETING.

4. Report of the Staff Alliance Chair

4.1 Non Retention Ruling

A former UA employee sued UA for non retention and won. It is uncertain what the UA response will be. Another hearing is scheduled for July 28 to determine back pay. The plaintiff believes that the decision covers all non retentions but the ruling does not specifically address it. This decision may have a large impact on UA. General Counsel is reviewing it now and UA has yet to determine whether or not it will appeal. If UA does not appeal, the non retention policy will have no use.

Juella Sparks stated that she has been actively been involved in the issue and urged that the Staff Alliance review the grievance process to make it friendlier and more transparent to staff, and to encourage a more formal acceptance of mediation processes at each campus as a part of the grievance process. The alternative dispute resolution processes (mediation) is an excellent tool.

The current grievance process does have provision for mediation and current processes and training are quite good at least at UAF. It is better for some kinds of dispute than others. It might be less helpful to have dispute resolution for union contract matters. As the program builds and more training occurs, the process will be used more. There are no additional processes other than those set forth in the grievance resolution.

Add non-retention and the grievance process as agenda items for the next Staff Alliance meeting.

4.2 Other items of interest

There were no additional items of interest

5. Approve Staff Alliance Calendar

The president's retreat will be August 19 and 20 and will begin at 10am on August 19. At that time, after advocacy discussions the site will be determined for the spring retreat. The rest of the calendar will be considered at the August meeting.

6. Human Resource Issues

6.1. Re-examine Non Retention Statistics

<http://gov.alaska.edu/staff/2010-05-11.termination-statistics.pdf>

This item was rescheduled for the August meeting.

6.2. Performance Evaluation Status

Made a couple of broader recommendations; thanked them, if there is going to be a link between performance and compensation to be careful how it is worded and to make sure there is staff council representatives on the committee. Yes, it was initially an HRC subcommittee with Martin Klein on it. There is some concern about assigning numbers to each and if not weighted an employee's hygiene may carry as much weight as performance. The group felt it was important that there be space for comments after each category. The plan of action section should also have section for growth and not just fixing performance issues. These things should be fixed before it goes out for review. The Excel version has not been through the HRC subcommittee at all, so that needs to happen. The subcommittee has not met. Ask Kris Racina if there is another one planned. The Staff Alliance can discuss this further at the August meeting.

6.3 Union Update

<http://www.alaska.edu/labor/union-organizing/index.xml>

<http://gov.alaska.edu/staff/2010-06-04.pres-ASEA.pdf>

HR hopes to complete the posting process this week then schedule a pre-election conference with ALRA and ASEA to determine when ballots go out and when they should be returned. Expect a September time frame for the election. Ballots will be mailed out.

6.4 Proposed Leave Share Regulations

<http://gov.alaska.edu/staff/2010-06-08.leaveshareregs-proposed.pdf>

<http://gov.alaska.edu/staff/2010-06-08.leaveshareproposed5-25-10.pdf>

Ardith Lynch is handling this. A draft has gone to HRC once and has had a lot of work. The wording of catastrophic medical events but catastrophic was never defined. In the past we have tried to tie leave share to FML in practice but have never changed the regulations. The new draft leaves intact the same provisions, leave without pay (LWOP) for ten days then leave share and reimbursement of five

days LWOP so it qualifies under IRS rulings or else the donor of the leave share would be taxed for the leave.

Other things were housekeeping, such as clarifying when employees would be eligible for additional leave share. Is there any intent for changing mechanisms for donating hours, no but said employee is responsible or requesting donations and may remain anonymous while HR seeks donations. Will consult with Ardith

#### 6.5 Other HR Issues

There were no additional HR issues.

### 7. External Administration Committee/Council Reports

#### 7.1 Human Resources Council (HRC)

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

There is an HRC meeting Thursday.

#### 7.2 Business Council

*Liaison: Cynthia Rogers, Alternate: Dana Platta*

<http://gov.alaska.edu/staff/2010-07-08.bc-mtg7-20.pdf>

Send the BC agenda to Maria.

#### 7.3 Student Services Council

*Liaison: Russell Pressley*

No report was given.

#### 7.4 Information Technology Executive Council (ITEC)

*Liaison: Dana Platta, Alternate: Gwenna Richardson*

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

<http://gov.alaska.edu/staff/2010-07-08.July20meetingnotice.pdf>

ITEC is meeting next week and President Gamble is attending.

#### 7.5 Joint Health Care Committee and Wellness Program

*Liaison: Gwenna Richardson, Alternate: Lisa Sporleder*

<http://www.alaska.edu/benefits/joint-health-care-committ/06-10-2010/>

<http://gov.alaska.edu/staff/jhcc/2010-06-02.jhcc-minutes.pdf>

<http://gov.alaska.edu/staff/jhcc/BestDoctorsBrochure.pdf>

<http://gov.alaska.edu/staff/jhcc/2010-MayBesttoUA.pdf>

JHCC voted to adopt the Best Doctors practices but wanted to get input from SHCC first. The next JHCC meeting is either July 22 or 29.

- 7.6 Staff Health Care Committee - *Megan Carlson, Chair* Attachment 7.6  
<http://gov.alaska.edu/staff/2010-07-01.July14Hcare-meeting.pdf>  
<http://gov.alaska.edu/staff/2010-07-01.Trans-AK-Providence.pdf>  
<http://gov.alaska.edu/staff/2010-07-01.provletter-neilcomments.pdf>

SHCC will hear from Navigenics on Thursday. Send comments to Gwenna Richardson before the next JHCC meeting. SHCC will also hear from Win for Alaska.

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

There was nothing to add.

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

No report was given.

8. Staff Alliance Goals

Goal development was rescheduled for the August retreat.

9. Staff Governance Reports:

- 9.1 UAS Staff Council  
*Gwenna Richardson*

UAS Staff Council does not have a president yet. Gwenna Richardson will fill in as interim until a new one is elected.

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

Councils are not meeting over the summer but the Classified Council is gathering union questions and submitting them to statewide HR and getting answers back to constituents.

- 9.3 UAF Staff Council -  
*Maria Russell and Margo Griffith*

UAF Staff Council is not meeting over the summer. The administrative committee meets in a couple of weeks.

- 9.4 Statewide Administration Assembly -  
*Lisa Sporleder and Dana Platta*

SAA had its annual meeting in June and Lisa met with the president and system executives as part of her orientation. There was no major business that hasn't already been discussed.

10. Agenda items for next meeting August 19 or 20, 2010

- June and July minutes
- Supplemental Life Insurance –
- Leave Share Regulations
- Nonretention
- Performance evaluation
- Union update
- Staff Alliance goals
- Guests should include Wendy Redman, Ardith Lynch, Beth Behner, Mike Humphrey, Jeannine Senechal, Kris Racina; Joe Trubacz and Steve Smith on ITEC and copyright issues.
- Various Council Updates for all Councils Staff Alliance has membership, and any goals those groups have for the upcoming year.

11. Other Items of Concern

There were no additional items of concern

12. Closing Comments

There were no additional comments.

13. Adjournment – The meeting was adjourned at 11:07pm.