

MINUTES
UAF STAFF COUNCIL MEETING #89
Tuesday, April 8, 1997
Wood Center Ballroom

I Ron Pierce called the meeting to order at 8:35 a.m.

MEMBERS PRESENT:

Banks, P.
Bender, L.
Carroll, P.
Chapman, C.
Cushing, N.
Enochs, K.
Frey, B.
Gieck, B.
Harris, L.
Howald, C.
Johnson, J.
Kenworthy, M.
Leavy, D.
Long, P.
Magee P.
McHenry, Y.
Oleson, B.
Pierce, R.
Plowman, C.
Powell, D.
Ritchie, E.
Scalise, G.
Thomas, M
Wilken, S.

MEMBERS ABSENT:

Jordan, S.
Murawsky, N.
Pederson, J.
Underwood, S.

OTHERS PRESENT:

Barr, K.
Bhend, J.
Christensen, S.
Combellick, M.
Craven, J.
Koon, J.
Mayberry, M.
Mosca, K.
Potrikus, L.
Rice, M.
Rozelle, C.
Stanley, L.
Wadlow, J.
White, P.
Wisdom, M.
Witt, D.

B. The agenda was adopted as distributed via e-mail.

C. The minutes to meeting #88 (March 5, 1997) were approved as distributed via e-mail.

II Chancellor's Remarks - J. Wadlow

Lobbying Efforts - The massive lobbying campaign was launched officially by the University of Alaska Foundation. The Board of Directors also met with members of the legislator.

Chancellor Wadlow was scheduled to meet with staff and faculty to discuss the proposed changes to the Board of Directors.

Administrative Services Restructure - Facilities Services will have a meeting with representatives of the University of Alaska Foundation, the Board of Directors, and the legislator to discuss the proposed changes to the Board of Directors.

President Pierce welcomed the rural representatives to the face-to-face meeting.

The Supervisory Training program has been very successful and the committee has received input for future sessions and the rural supervisory training program is underway.

Recognition Program - A handout was distributed on the program, as well as a form to nominate staff members. This information will also be included in the Governance Office web site. Deadline to submit is May 16. The Chancellor will present the awards at the staff picnic on June 6.

EMPLOYEE RECOGNITION SUBMITTAL FORM

NAME (name of person to be recognized):

DATE:

Why do you think this person deserves this award:

How has this person made a difference for UAF:

Give a specific example of how this person excels:

Is this person a good role model for students, staff, and/or faculty:

Additional comments:

NAME (Name of person submitting this form, please print):

SIGNATURE (Signature of person submitting this form):

Submit this form to the President of Staff Council by MAY 16.
Fax to Governance Office at 474-5213 or e-mail to
fystaff@aurora.alaska.edu

Staff Affairs - President Pierce thanked Bev Frey for accepting the chair of Staff Affairs and all the hard work she has done on the paid time off issue.

Board of Regents Meeting - President Pierce will be attending the meeting in Juneau on April 17 & 18.

Training - President Pierce will be in Virginia for three weeks for rocket flight sensor training. President-Elect Long will handle his duties for Staff Council.

V

Governance Reports

A. Faculty Senate - J. Craven

The Faculty Senate has been very busy and passed the following motions at their March meeting, amended evaluation of educational effectiveness policy, amended bylaws to reflect the new role of the Core Review and Curriculum Review committees, statement on course prerequisites in the class schedule, approved an M.S. and Ph.D. in Environmental Chemistry, and amended UAF Regulations for the evaluation of faculty. The April meeting will deal with clarifying affiliate faculty, a B.A. degree from an accredited university will count as core requirements for a person seeking another B.A. degree, minimum requirements for a master's degree, harassment policy, and disband the Academic Computer Users Committee. The University of Alaska Learning Cooperative has asked that the tenure and promotion committees give full consideration to faculty who develop distance delivery programs/courses. This issue has been referred to committee.

Concerns were expressed regarding the possible elimination of the master's degree in engineering science management and the approval of a new M.S. and Ph.D. program in environmental chemistry. Clarification was made that most of the courses are existing and students are currently in this program via an interdisciplinary degree.

B. ASUAF - C. Wheeler

No report available.

VI

Guest Speakers

A. John Bhend, Organizing Manager, APEA/AFT

John Bhend thanked Staff Council for the invitation to speak at their meeting. The University of Alaska Classified Employees Association is affiliated with the Alaska Public Employees Association. Presently, UACEA represents approximately 250 blue collar workers in the University of Alaska system. White collar university employees have been contacted and once UACEA has at least half of the white collar workers' authorization cards signed, they can conduct an election to see if white collar workers wish to become a collectively bargaining unit under UACEA. The authorization cards are good for 120 days. This is classified not APT employees. Dues are \$40.55/month and \$7.50 goes to the national organization. Union contracts run three years and a union is voted in, as well as must be voted out. Mike Mayberry

current system.

(b) Convert a portion of the current sick leave balance into PTO at a reasonable rate. We suggest 40%, following the example of the State of Alaska (see State Statute AS 39.20.256 (a)). The remaining 60% would disappear on conversion.

(c) Allow a cash pay-off of a portion of the sick leave balance at a reasonable rate. We suggest 25%. The remaining 75% would disappear on conversion.

Offering no options in the way of a conversion, will signal that the University is indifferent to employees who have accumulated appreciable balances of sick leave.

(2) Mandatory use: Mandatory requirements for PTO use were addressed at the March 11 Staff Alliance meeting, and Patty Kastelic agreed to drop this requirement.

(3) Reduction in total leave days accrued: Since total leave accruals are currently on par with other governmental units in the area (Fairbanks North Star Borough, FNSB School District, State of Alaska, and City of Fairbanks; see attached documentation) we are opposed to any reduction in total leave accrual rates. If a reduction is unavoidable, we consider a reduction of 8 days to be excessive and unacceptable. We suggest that a reduction of 4 days may be more reasonable. Such a reduction would add 11 days to the present annual leave accrual rates.

ADDITIONAL ACCRUAL INFORMATION

For the sake of comparison to other governmental units, Staff Affairs compiled the following accrual rate information. It does not represent agreements between the particular unit and any collective bargaining unit.

From the State of Alaska Division of Personnel (which has a combined annual and sick leave benefit):

0-2 years	2 days/month= 24 days/year
2-5 years	2.25 days/month= 27 days/year
5-10 years	2.5 days/month= 30 days/year
10 + years	3 days/month= 36 days/year

From the Fairbanks North Star Borough Division of Personnel(which has a combined annual and sick leave benefit):

0-1 years	2 days per month= 24 days/year
1-3 years	2.25 days per month= 27 days/year
3-7 years	2.75 days per month= 33 days/year
7 + years	3 days per month= 36 days/year

From the Fairbanks North Star Borough School District Department of Personnel: The School District does not have a combined leave program. Sick leave accrual is 1 1/3 days per month, which equals 15.6 days per year, a .6 increase over current University sick leave accrual. Annual Leave accrual is as follows:

0-2 years	1.5 days/month=18 days/year
	combined=33.6 days/year
3 years	1.7 days/month=20.4 days/year
	combined=36 days/year
4 years	1.9 days/month=22.8 days/year
	combined=34.8 days/year
5 years	2.1 days/month=25.2 days/year
	combined=40.8 days/year
6 years	2.3 days/month=27.6 days/year
	combined=43.2 days/year
7+ years	2.5 days/month=30 days/year
	combined=45.6 days/year

City of Fairbanks employees have a combined leave program. Their accrual rate is 30 days/year.

Current University accrual rates are:

Sick leave 1 1/4 days per month which equals 15 days per year.

0-5 years	1.5 days/month=18 days/year
	combined=33 days/year
5-10 years	1.75 days/month=21 days/year
	combined=36 days/year
10 + years	2 days/month=24 days/year
	combined=39 days/year

Proposed University accrual rates for combined leave are:

0-5 years 2.083 days/month= 25 days per year
 6-10 years 2.3 days/month= 28 days per year
 10 + years 2.583 days/month= 31 days per year

The following is information on sick leave usage obtained from the Statewide Office of Human Resources on April 4, 1997. This information reflects sick leave usage system-wide for fiscal years 1995 and 1996. The first number represents sick leave accrued during the fiscal year, the second number is the sick leave hours which were taken, the third number is a percentage of the yearly accrual used in that year, and the last number is the number of days this represents per employee.

FY95 Sick Leave Usage by Job Group (July 1, 1994-June 30, 1995)

Job Group days/person/year	S/L accrued	S/L taken	% of accrual	S/L
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increasing but not this much.

*Cap dependent care at 4 and charge for additional dependents. No figures as to costs for this item.

*Increase maximum out of pocket expenses from \$400 individual/ \$750 family to \$500 individual/\$1000 family. This would decrease costs by \$152,000.

*Eliminating the first \$100 coverage for lab/x-ray charges. This would decrease costs by \$82,000. The HBT agreed with this as it would make the policy much easier to understand. Currently the first \$100 is paid at 100%; then reduced to 80/20 coverage until out of pocket has been met and then increasing back up to 100%.

*Eliminating the fourth quarter deductible carryover. This would decrease costs by \$68,000. The HBT did not agree with this. The carryover is a benefit to employees that do not use the insurance that much and also may prevent abuse.

*Placing a lifetime cap of \$10,000 on tooth implants. This would decrease costs by \$20,000. The HBT agreed with this item as it has the potential of very high expenses.

*Change pharmacy out of pocket maximum from \$100 to \$200. This would decrease costs by \$55,000. The HBT agreed with this item.

*Removing all out of pocket maximums on pharmacy claims. This would decrease costs by \$200,000. The HBT felt this would be too much of a burden on employees with large pharmacy claims.

*Change pharmacy out of pocket benefit from 80/20 to a flat \$5 or \$10 co-pay. This would increase costs (no exact figure available). The HBT felt would be too much of a burden on employees.

*Change mail order pharmacy benefit from 80/20 to 90/10. This would increase costs by \$13,000. The HBT is unsure about this one - this should reduce the costs in the long term as the prescriptions are cheaper through the mail. This is to be discussed further.

*Implementing a \$10 charge for each dental visit. No cost savings given. The HBT did not support this item.

*Implementing an annual dental deductible of \$25 or \$50 for services other than preventive and diagnostic. This would decrease costs by \$82,000 and \$158,000 respectively. The HBT is to discuss this further, however the \$50 charge was deemed as too much.

*Adding orthodontic coverage under the supplemental plan - would have a \$2,000 lifetime maximum. This would not have a cost effect on the basic plan. The HBT is to discuss this further.

*Discussed changing the current vision plan to an annual flat dollar amount.

Please remember the HBT is still discussing ideas and no decisions have been made. We are trying to have a health plan that will be of benefit to all employees. At this time the HBT will not be discussing a "cafeteria" type plan as there is not enough time. The goal is to have decisions made by the end of April so each Governance council will be able to review prior to the end of the spring semester. If you have any comments on the proposed changes, for or against, please let me know through e-mail at fncap@columbia.uafadm.alaska.edu. If you do not have access to a computer you can call me at 474-6193.

G. Picnic Committee - P. Long

The annual staff picnic will be on Friday, June 6 at 4:00 p.m. by the SRC. A number of local businesses have

donated door prizes. Each unit has been assigned the following food items:

Units 4 & 7	Salads
Units 8 & 9	Baked beans and casseroles
Units 10 & 12	Condiments (mustard, pickles, ketchup, onions, lettuce and tomatoes.) Representative will be collecting \$1 from constituents to purchase economy size mustard, ketchup, etc.
Units 11 & 16	Hamburger buns
Units 5, 6, & 13	Desserts (cookies, cupcakes, brownies, etc.)
Units 15	Fruit
Units 14	Vegetable trays and dip
Units 18	Hot dog buns

IX OTHER BUSINESS

- A. Motion to approve disbanding of the Academic Computer Users Committee - R. Pierce

President Pierce gave a brief historical summary regarding the committee. The committee is ineffective in its present form and would like to all under the

XI Announcements

A. Walk America - C. Plowman

WALK AMERICA - Walk for someone you love!
Saturday, May 3
WalkAmerica will start and finish at Alaskaland
Registration: 10:30 a.m.
Walk Start: 11:30 a.m.

Raise \$50 in donations and receive a WalkAmerica T-shirt. Raise \$150 in donations and receive a WalkAmerica sweatshirt. The walker raising the most donations will receive two round-trip tickets to any Alaska Airlines Destination in the US

For more information, contact Cheryl Plowman at fncap@columbia.uafadm.alaska.edu or 474-6193.

XII The meeting was adjourned at 11:28 a.m.

Tapes of this Staff Council meeting are in the Governance Office, 312 Signers¹ Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy Mosca, Staff Council Secretary.