

UNIVERSITY of ALASKA

Staff Alliance

DRAFT AGENDA

Tuesday, September 11, 2012, 10:00 am-12 pm
Fairbanks: WR Research Bldg Room 210
Call-in for audio users: 1-800-893-8850 Pin: 4236369

1. Call to Order and Roll Call

Voting Members:

Juella Sparks, 2012-2013 Chair, Staff Alliance and 2012-2013 President, UAF Staff Council
Monique Musick, 2012-2013 Vice Chair, Staff Alliance and 2011-2013 President, Statewide

Administration Assembly

Melodee Monson, 2011-2013 President, UAA APT Council
Connie Dennis, 2012-2013 President, UAA Classified Council
Gwenna Richardson, 2011-2013 President, UAS Staff Council
Mae Delcastillo, 2012-2013 Vice President, UAS Staff Council
Claudia Koch, 2012-2013 Vice President, UAF Staff Council
Dana Platta, 2012-2013 Vice President, SAA

2. Adopt Agenda

3. Approve Minutes (on hold until staff support in Governance Office)

- Who will take minutes/outline for this meeting?

4. Public Comment

5. Guests

6. Staff Alliance Chair's Report

- 6.1 Meeting with President Gamble
- 6.2 Report to Regents
- 6.3 System Governance Office Update

7. Dispatch or Alliance Blog Update

8. Work Life Survey Results

9. Preparations for September Board of Regents Meeting in Juneau Attachment 9.1

10. Human Resources Issues

- 10.1 Tuition waiver update (do not have latest version from Statewide)
- 10.2 Health Care Task Force
- 10.3 Grievance Process Review

- 10.4 Compensation Increase Request
- 10.5 Other Human Resources Issues

11. Staff Alliance Committees and Working Groups

- 11.1 Staff Health Care Committee Attachment 11.1 (latest motion)
 - Chair: Melodee Monson, ancim@uaa.alaska.edu
 - SA Members Melodee Monson
 - Monique Musick, mmusick@alaska.edu
 - Gwenna Richardson, gjrichardson@uas.alaska.edu
- 11.2 Compensation Working Group – REORGANIZE MISSION
 - Chair: **VACANT**

12. External Administration Committee/Council Reports

- 12.1 IT Executive Council - ITEC
 - Liaison: Dana Platta, dana.platta@alaska.edu
 - 1st Alternate: Monique Musick, mmusick@alaska.edu
 - 2nd Alternate:
- 12.2 Student Services Council
 - Liaison: Claudia Koch, cckoch@alaska.edu
 - 1st Alternate: Monique Musick, mmusick@alaska.edu
 - 2nd Alternate: Melodee Monson, anmam@uaa.alaska.edu
- 12.3 Tuition Task Force
 - Liaison: Mae Delcastillo madelcastillo@uaa.alaska.edu
 - Alternate: Claudia Koch, cckoch@alaska.edu
- 12.4 Joint Health Care Committee
 - Voting Member: Melodee Monson 2011-2013, anmam@uaa.alaska.edu
 - Voting Member: Gwenna Richardson, 2012-2014, gjrichardson@uas.alaska.edu
 - Alternate: Connie Dennis, cmdennis@uaa.alaska.edu
- 12.5 Retirement Committee
 - Liaison: Claudia Koch, cckoch@alaska.edu
 - Alternate: Dana Platta, dana.platta@alaska.edu
- 12.6 Educational Benefits Project Team - INACTIVE
 - Liaison: Juella Sparks, jtsparks@alaska.edu
 - 1st Alternate: Mae Delcastillo madelcastillo@uaa.alaska.edu
 - 2nd Alternate: Gwenna Richardson, gjrichardson@uas.alaska.edu

13. Staff Governance Reports

- 13.1 UAS Staff Council: Gwenna Richardson and Mae Delcastillo

- 13.2 UAA APT Council, Classified Council: Melodee Monson and Connie Dennis
- 13.3 UAF Staff Council: Juella Sparks and Claudia Koch
- 13.4 Statewide Administration Assembly: Monique Musick and Dana Platta

14. Other Items of Concern or Comments

15. Agenda Items for October 9, 2012

16. Adjourn

Staff Alliance Report to the Regents for September, 2012 by J. Sparks

It's that time of year. The statewide governance groups have met in preparation for the new academic year and the FY14 budget preparations are in full swing. During our retreat the members of Staff Alliance re-elected me as chair and discussed our goals for the year ahead.

The most time-sensitive goal is advocating to our regents for a meaningful compensation increase in the FY14 budget request. At our June meeting, we passed SA Motion 2012-6 requesting a 5.5% increase for FY14. This 5.5% is much more than a number to us. It is an expression of our frustrations and of our concerns about what is happening to our compensation as UA employees.

Later in June, President Gamble announced a 2% tuition increase for the 2013-14 academic year. This decision will certainly benefit our students but it also places any compensation increases above that amount on the backs of non-represented staff. It has been said that if the legislature doesn't fund more than their customary 50% match of the represented and non-represented employee increases, there could be reductions in staff. Given this possibility, Staff Alliance agreed during the August retreat to drop their 5.5% to just 3.5%.

We understand that President Gamble is a "numbers man", wanting clear, value-driven justification for proposals and requests. In light of this, we could review the trends in our healthcare premiums or the cost of living and their negative impact on our take home pay. We could ask to look at the number of employees who opted out of the health insurance benefit and/or left the university and discuss the cost of recruitment versus retention or the loss of institutional memory and forward momentum. We could also bring forward concerns about a long-term lack of recognition for longevity and the inequity of the existing performance recognition system.

President Gamble has said that giving increases every year is not sustainable. This may well be true given the make up of our state's economy. But there are other ways to recognize and value staff. And unless and until the administration steps forward prepared to discuss this, Staff Alliance is asking you to recognize the essential role of staff in the mission of this university and thoughtfully consider our 3.5% compensation increase.

UNIVERSITY *of* ALASKA

Staff Alliance Staff Health Care Committee

MOTION

We the UA Staff Alliance Staff Health Care Committee recommend a Patient Advocacy Consulting Services such as the Patient Care Program be added to the health care benefit package offered to staff by the University of Alaska.

RATIONALE:

This service will assist UA staff and dependents in navigating health care systems and to better understand the benefits offered by the University of Alaska.

Signed: 
Chair, UA Staff Alliance Staff Health Care Committee

Date: 7/24/12