




Staff Council Office
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MEMORANDUM

TO: LaNora Tolman, Executive Officer, UA System Governance

FROM: Nicole Dufour, Executive Secretary, UAF Staff Council 

DATE: April 10, 2015

SUBJECT: UAF Staff Council Resolution to Oppose Emergency Revisions to the UA System
Layoff, Recall, and Release Regulations

UAF Staff Council respectfully submits the attached resolution, in opposition to recent emergency changes to the UA System Layoff, Recall, and Release Regulations, and asks that it be placed on record. UAF Staff Council unanimously approved this resolution on April 6, 2015.

Please contact the UAF Staff Council Office if you have any questions or if you need any additional information.

Attachment

cc: Monique Musick, Chair, UA Staff Alliance
Brian Rogers, Chancellor, UAF
Kari Burrell, Executive Officer & Vice Chancellor for Administrative Services, UAF
Anita Hartmann, Acting HR Director, UAF

Naturally Inspiring.

UAF is an AA/EO employer and educational institution.

University of Alaska Fairbanks
Staff Council
Resolution 2015-260-1
Approved

The University of Alaska Fairbanks Staff Council unanimously approved the following resolution at Staff Council Meeting #260, on April 6, 2015.

BACKGROUND:

On March 2, 2015, President Gamble signed emergency revisions to the UA System Layoff Regulations. The revisions included removing the formal appeal process and replacing it with a less-intensive review process.

The revisions were deemed “emergency” due to an additional change of shortening the notice given to lay off exempt employees. As “emergency” revisions, the changes were not subject to the normal shared governance process.

The response provided as to why the appeal process had been removed was that it was done to eliminate the extensive drain on HR resources in the event an entire department was laid off and each employee in that department chose to file an appeal. The administration was clear that in the near future more instances of entire departments being laid off are probable.

There is no language in the current Layoff Regulation to indicate the return of an appeal process if and/or when the fiscal climate stabilizes.

Resolution 2015-260-1:

Resolution to Oppose Emergency Revisions to the UA System Layoff, Recall, and Release Regulations

WHEREAS, we feel the removal of the formal appeal process does not fit into the purview of an “emergency” action, circumventing the shared governance procedure; and

WHEREAS, we feel the change of appeal procedure represents a clear reduction in employee rights; and

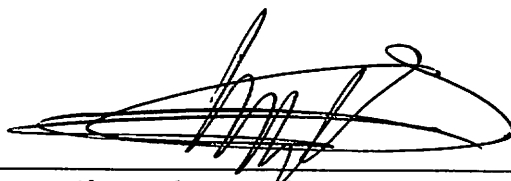
WHEREAS, we feel it insufficient that the review process could require the same supervisor to issue the layoff to also be the supervisor performing the review; and

WHEREAS, we feel that all employees should have access to a fair appeal process, regardless of the financial climate; and

WHEREAS, we feel the regulation should, at the very least, return to the formal appeal process if and/or when the fiscal climate stabilizes; now

LET IT BE RESOLVED, that UAF Staff Council opposes the adopted change from the formal Appeal Process to the new review process in UA System Layoff Regulation; and

LET IT BE FURTHER RESOLVED, that the UAF Staff Council calls on UA Administration and the UA Board of Regents to rescind the recent changes to the appeal process in the regulation.



Chris Beks, President, UAF Staff Council

4/10/15
Date