UAF Members on the Working Group: Juella Sparks (chair), Bradley Krick, MaryAlice Short

The Staff Compensation Working Group met on January 10. Members of the group have drafted proposals for changes to UA’s compensation. At this meeting, we discussed Proposal 1, Flexible Work Schedules, and Proposal 2, Sick Leave Restructuring. Both proposals were approved to send to Staff Alliance.

The Flexible Work Schedule Proposal would encourage supervisors to allow employees to flex their hours within the work week and allow for telecommuting. Tara Ferguson did not see a problem with flexible schedules since many offices already do this. UA does have a policy for telecommuting, but it applies to out of state employees. She had some questions about the telecommuting proposal and whether the task force was talking about short-term or long-term work from home.

John Moore of UAA drafted several sick leave options, including applying accumulated sick leave to early retirement, converting sick to annual leave, allowing for a sick leave cash-out, or combing annual & sick leave.

Our next meeting is January 24. We will discuss Geographic Differentials and Hard Closure Options. Other proposals being drafted include: Leave Accrual, Bonus System, & Community Service.