Larry Ledlow called the meeting to order at 8:45 a.m.

A. The Minutes to Meeting #136 (7 June 2002) were approved as distributed via e-mail.

B. The Agenda was adopted with the addition of the approval of Minutes to Meeting #136 as distributed via email.

II. Guest Speaker: Tonya Trabant

LEADERSHIP IS ACTION: Our theme comes from last year’s conference theme “Students apply leadership skills”. This is our 3rd annual Leadership Conference. Chief Peter, last year’s keynote speaker said, “Our need for leadership is strong, prepare yourself”, and students responded to that very well. We decided this year to move to the next level:

- help students to apply leadership skills
- and talk about how leadership is action now in their lives, as well as in the future

We make the assumption that everyone leads, because it happens that everyone does. We want all UAF students to be prepared for that. We have two keynote speakers the first one is Tim McMahon. Tim works in the Leadership Center in Eugene, Oregon, he has a lot of experience in higher education and wrote a book that is entitled, “Exploring Leadership for College Students Who Want To Make A Difference”. He’s well known in the residence life field, and is known as an incredibly dynamic speaker. Then we have Mary Shields. I think many of you are familiar with Mary Shields; she is going to be our framing speaker, speaking at the beginning and the end of the day. She is the first woman to finish the Iditarod and kind of an Alaskan legend.

This is beneficial for students, because it gives them .7 CEUs, which does not count toward their degree completion, but shows up on their transcript as leadership development training. This is now being required by a lot of employers. They are looking for people with leadership skills. Having this on your transcript is one way to prove that you’ve had some formal training, and that you’re not just trying to prove it with your resume. That is important for students to know. Childcare will be provided this year, generously donated by the Tanana Valley Campus, and the Bunnell House Children’s Center.

I would like Staff Council to do two things: First, let students know about this opportunity and get them there. The
second is registration: I’m sending around registration forms, posters, and other related information. Friday, 18 October is the deadline for registration. Spread the word about this event to your fellow staff, faculty, and students, and the Fairbanks’ community.

Question from Heidi Simmons: As you know, student governance is important to all, including the rural campuses. I wonder if anything is being done to address the rural campuses? We find it difficult each semester to get our students involved in student government. Any help that you can give us in this area is greatly appreciated.

Answer by Tonya Trabant: I think there are two different questions. The first is about student government in general and that’s not one that I can effectively address in terms of involvement of students. In terms of student involvement with the Leadership Program, funding is provided on a limited basis for UAF in general. An option would be for rural students to use their student government funds to get here. We would do everything logistically possible to get them a place to stay. The basic answer to your question about how we are involving rural students is that funding is not available to effectively address their needs in terms of leadership training.

Question from _____: Is it possible to turn it into a teleconference at some point?

Answer by Tonya: We’ve talked about that; it is not something that we are going to do this year for two reasons. One part of the reason is that the Conference is in person and emphasizes action. Most of the sessions are discussion oriented and group based, so we are not sure how that would translate by teleconference. Secondly, we are a group of staff, faculty, and student volunteers. To provide a quality level of technology, and the conditions involved to organize it all while we are growing would be too much. This is not an excuse, but the present reality.

If you are interested in knowing more or would like to be involved please contact Carrie Dershin at the Wood Center Student Activities office. Thank you for the opportunity to be here today.

C. President’s Report – Larry Ledlow - 16 Sep 2002

Introduction

As we commence another academic year, a certain buzz descends upon the campus. A sense of renewal kicks in with the arrival of students for the new semester. Many of us are refreshed from summer adventures. Our freezers brim with fish, garden vegetables, berries, and perhaps moose or caribou. New photographic reminders of various achievements adorn our desks and hard drives. They all serve to sustain us into winter, when a different season’s activities will capture our attention. I offer a hearty, “Welcome back!” to all representatives and alternates.

Inevitably, the enthusiasm with which we embraced summer will fade. Before it does, however, I’d like to appeal to you to direct some of the momentum to consider solutions to some very pressing issues facing UAF staff.

Discrimination

During our June 2002 meeting, UAFSC passed a motion to Amend UA Nondiscrimination Statement, Policy #04.01.020. The motion recommended a change to include “sexual orientation” to the list of specifically excluded discriminating factors, and it was very similar to one passed earlier in the year by UAF Faculty Senate. Unfortunately, President Hamilton received the recommendation with little enthusiasm. During a discussion with him at the June Board of Regent’s meeting, he reiterated to me his concerns about drawing too many legislators’ attention to the topic of sexual orientation at the university and thereby placing certain benefits at risk. President Hamilton stated he would take the motion under advisement, and in effect, we agreed to disagree. I believe the principles of tolerance and diversity encompassed by our work on the motion and debates over it have not been lost. The President’s reaction was disappointing. However, we need to acknowledge the political facts of life beyond Fairbanks. I consider a change in policy very important, but it is essentially window dressing. The reality on campus is what must be addressed, and we have many other options to pursue. In particular, we must work more closely with the Faculty Senate, ASUAF, the Office of Multicultural Affairs (OMA), and other campus bodies to develop viable plans to promote the principles we espouse. OMA and Staff Council have agreed to continue sponsorship of the forums on campus climate. We held two such forums last year, and two more are scheduled for October and December. Through the Governance Coordination Committee, I hope to synchronize our activities better with Faculty Senate and ASUAF. In the meantime, I will form an ad hoc committee within Staff Council to address in more detail discrimination-related staff issues on the UAF campus.
Healthcare Costs

Substantial increases in healthcare costs are probably first and foremost in most staff members’ minds. Besides medical costs far outpacing inflation across the industry, UA-specific increases have arisen as a result of some very large claims, and increasing number of employees, and several other factors. Mike Humphrey from Statewide Human Resources addressed the Council during the June meeting. He stated at the time employees could expect health insurance charges to be about $35 dollars a pay period starting January 1, 2003. More recent calculations suggest the potential impact could be even greater.

The near-term crisis is extreme, and it impacts nearly all of our colleagues across the UA system. Considerable effort has gone on at Staff Alliance during the summer to understand the nature of the crisis and to work with Statewide to propose alternatives, both near- and long-term. In July, President Hamilton sent out a memo inviting the Staff Alliance to name members to a Health Care Review Panel. John Mitchell (Statewide Administration Assembly) and John Mun (UAA) were named to the panel, and UAFSC president-elect Rory O’Neill has also joined the panel. I will defer to Mr. O’Neill for specific details of the panel discussions and plans.

President’s Additional Comments Regarding Health Care:

Our contributions to the health insurance payments in January could be as high as $45-$50 a period. That is just astounding, a 700% increase or so. Mike Humphrey addressed us at the end of last year and brought this to our attention. We have spent a tremendous amount of energy at the Staff Alliance level trying to look into ways to address: 1. How did we get here? and 2. How do we avoid immediate disaster? We can try to take the long-term view to, but we have Open Enrollment coming up and very little time to avert disaster. However, there was some very compelling testimony at the BOR last week from our UAA colleagues, who surprised the BOR by educating them about there not being a sliding scale for example of health care payments. Someone who makes $15,000 or $20,000 a year at the University pays the same as someone who makes $60,000. There is something wrong with that. I can only tell you that things are developing quickly; UAFSC has representation on the Health Care Cost Committee that was established at Statewide. Rory O’Neill is one of the participants in that Committee. I don’t have a lot of information for you on what some of the options are, because they are still developing. We are hoping to hear from Rory at the next meeting. I want to assure you that Staff Alliance is paying very careful attention to this. We’ve had more frequent meetings this summer on health care than anything else. We have another one next Tuesdays. If any of you would like to come as observers to the Staff Alliance Teleconference please contact me and I will give you the information or you can attend the videoconference over at Butrovich.

Job Reclassification

University Regulations 04.05 concerning the job family classification system have already been promulgated. Reclassification of the Information/Computing Systems (IS) staff was completed in early summer. A very small number of individuals in the IS group have appealed their classification. (Regulation R04.05.035 covers appeals of the job classification.) Group 2 of the reclassification project includes facilities engineering, finance and research staff, and this phase is scheduled for completion this fall. Statewide HR maintains the project schedule on their web site at the URL http://www.alaska.edu/hr/classification/Timeline.pdf. For approximately 10% of the IS staff, an unanticipated result of the reclassification was a change in exemption status under the federal Fair Labor Standards Act (FLSA). “Non-exempt” implies an employee whose wages are paid hourly. An employee exempt under FLSA is a salaried worker. Most IS employees changing status under FLSA went from exempt to non-exempt. Jeannine Senechal, SW Director of Compensation, stated employees might also appeal the change in this status. Staff members changing to non-exempt status and feeling they may be due unpaid overtime from their work as an incorrectly classified “exempt” employee should address the question first with their supervisor. If necessary, employees may then proceed to their local HR representative for further clarification.

President’s Additional Comments regarding Job Reclassification:

Job Reclassification continues and the information systems folks completed their reclassification. There were some people who were not happy about the results and so they are appealing. One of the things HR had to implement
this summer was an appeals process. Something else that was surprising to about 10% of the Information Systems folks was a change in their classification exemption status under the Fair Labor Standards Act. If you recall the Fair Labor Standards Act specifies Exempt and Nonexempt status. Nonexempt means that you are basically an hourly employee. I spoke to Jeannine Senechal, last week. Jeannine, mentioned that an unscientific survey of the JIFS that haven’t been through the reclassification process, indicate no significant problem with misclassified employees under the FLSA -- so it is not anticipated that a lot of staff are going through this pain. I don’t know whether that will actually ring out, but if you want more details on that we are all too glad to talk with you.

**Potential Reduction in Force at Geophysical Institute**

In early June, I became aware of some effort within UAF HR to develop special procedures for handling a possible reduction in force (RIF) at the Alaska SAR Facility (ASF), part of the Geophysical Institute (GI). In April, employees were informed of a possible RIF in the coming year due to major changes in funding from NASA, the primary funding sponsor. During my monthly meeting with the Chancellor on 6/6, I spoke of my awareness, and I asked permission to speak with Carolyn Chapman about providing some input (via Staff Council) on the procedures under development. He agreed, and he also acknowledged that GI Director Roger Smith had recently spoken to him about this topic. No other details were forthcoming from Chancellor Lind, however, and I subsequently wrote a memo to Ms. Chapman citing my interest in making available Staff Council for review and comments on the specific procedures to be developed. I consider this an important issue for the Council, because (a) the RIF could impact a significant number of constituents, and (b) precedents could be established, which in turn could be applied to staff members elsewhere at UAF if fiscal uncertainty continues in the coming years.

GI HR Manager Deon MacMillan has drafted the RIF policy, and it is currently under review at several levels. Ms. Chapman and I have spoken several times during August and September. When the draft is stable, we will have an opportunity to make comment. I’ve been lobbying all summer for SC to have an opportunity to comment on the new procedures, before final approval. As you will see later in the Program there is an Ad Hoc committee that I will convene to address this.

**“Homework” Results**

At the June meeting, I asked representatives and alternates to…
- List top five staff issues within your unit
- List three things you think Staff Council does well
- List three things you would like to see changed within Staff Council

Many of you did not respond. From this silence, I will infer some need to communicate more clearly my expectations as well as a certain lack of enthusiasm on your part for the assignment. I greatly appreciated those responses I did receive, however, and we can use the information to develop meaningful ideas and plans for the coming year.

There was some substantial overlap in the “top five” unit issues. For brevity, I will not include the topics already on our agenda and discussed above. Among the responses received, some of the common threads were as follows:
- Office space and general working conditions (crowded, noisy, poor ergonomics).
- Weak communications from administrators/managers to staff.
- Security and safety.
- Fees levied on staff (parking, student recreational center, etc.)
- Pension plan updates.
- Poorly managed organizations; HR unresponsiveness.
- Limited career development options.

Interestingly, I received almost identical replies to the two questions regarding what Staff Council does well and what kinds of changes should be incorporated. The basic answer to both is “communications.” We obviously communicate well on some issues, but not well on others. We need more efficient ways to gather information from staff as well as to pass on developments in a very timely fashion. Helping you understand roles and responsibilities of governance is an area I will attempt to address immediately. More opportunity to debate topics in an open forum is something I hope to promote. Taking the time to develop procedures and clear objectives for committee work will be essential. Establishing good relations with your constituents is critical. As I said in my June presentation, we are the critical interface between staff and
administrators. We need to pay careful attention to the efficiency and clarity of that interaction.
Good luck to us all in the coming year. We’ll certainly need a little luck, a lot of stamina, and a little
courage to lead the efforts to solve the challenges on our doorstep today.

President’s Additional Comments regarding Homework Assignment:

There were a lot of common features in the responses that touched on health care concerns, pension, paid time off,
and sick leave conversion. These are all issues/concerns that have been on our map for a while. There are some
other things that came up. There were a number of communication problems that were sited. That is a number of
constituents feeling that there was not adequate communication from the Administration down to the working
level. We can address this as individual representatives and as a body of representatives. Working conditions in
offices, as we all know offices are crowded and noisy. There are many problems on campus with all the
construction that is taking place. Most staff constituents feel that the SRC fees, parking fees, and others are
excessive. Several responses addressed poorly managed organizations and perhaps not getting the desired
responses from the HR folks. Also, the perception that there are limited career development options. So we can’t
ignore career development here at all. We need to think of ways that people can move, develop, and grow, because
that is the only way you are going to keep bright people within our ranks. We need to be more introspective, do
things better, after all Staff Council is the interface between regular staff, administrators, managers, and other
entities within the University – communicate information in a more effective way. We should look at all the
options. We have a lot of technology, but in some cases it is just a matter of talking with people. We need to
always ask ourselves are we doing the best that we can in passing on this information? It is a lot of responsibility,
but I think some of the activities that we are looking forward to over the next two years will hopefully address
some of those problems. I’m not afraid to put Staff Council under the microscope and I think other organizations
should not be afraid to have themselves inspected and viewed in terms of how we can all work together better.

Question from Maya Salganek regarding what healthcare will cost staff.

Answer by Larry Ledlow: The crude arithmetic is what we’ve heard kicked around. Healthcare costs in over a
two-year period have gone up about 50%, from about $16 1/2 million to $25 million. So we end up paying what it
costs everyone. What some of the options are include creating a sliding scale, other ways are under development
right now. We have to know what they will be by November, because that is when open enrollment begins. The
rough estimates that are being kicked around are approximately how much it will cost. At a Staff Alliance meeting
last week, we asked for a better idea of what the costs will be. It turned out that for a nine-month employee it’s on
the order of $50.00, so it’s even higher than Mike Humphrey indicated. The twelve-month employee number was
something like $42-$43.

Question from Joyce Allen-Luopa: Question regarding using different providers to get better service for less
money.

Answer by Larry Ledlow: I know if that is one of the options that the Committee is investigating. I am not sure if
this is viable for the short-term. I believe that it would involve re-competition. It may not affect us for this coming
year. Because this issue is so important, I will make sure that Rory reports to you as much as possible on the
meetings and discussions that we have. Staff Alliance has another meeting coming up. We are just now after
three-months getting a clearer understanding of where all these extra costs came from. It is very frustrating.

Question from Jean Crews: Question/Comment about reclassification, personal holidays, and overtime: How does
one prove that they worked overtime if all they are allowed to put on their time sheet is forty hours? It is pretty
tough to go to HR and say that you should have overtime. It is their word against yours.

Answer by Larry Ledlow: Yes it is. In fact salaried employees are told how many hours to report. We don’t
actually document actual hours worked for a salaried employee. They will consider unpaid overtime if you have
additional documentation, but you point out the problem here, I can recommend that you keep your own journals, if
you have other condition, or if you are in a job where you are on call invariably there’s overtime involved. The
University has said that they would consider individual appeals on these provided you have sufficient
documentation, whatever that means. It concerns me a lot. The Department of Labor could come here and have a
look around. There are many, many precedents of Federal Department of Labor coming in and mandating for a
class of employees certain amounts of unpaid overtime. I am not sure the University compensation folks are really
being proactive in precluding something like this happening. I would really urge you and your constituents to think very carefully about what their hours have been. Are there other ways that they can actually document their hours if they think that there is back pay due?

Comment from Joyce Allen-Luopa: We had a small discussion in the Staff Affairs Committee about reporting issues to the Department of Labor. The University could be a lot more proactive in requiring Exempt employees to record all of their hours regardless of whether they will be paid for them or not. The University could use this information to determine if they need additional staff or not. You can only work a person so many hours a week before the efficiency goes way down.

II COMMITTEE REPORTS

A. Staff Affairs – G. Hazelton (Joyce Allen-Luopa)

Staff Affairs chose to meet all summer long trying to get some of the issues worked out. Another issue has been examining other universities policies regarding leave. What benefits they have, in order to come up with a recommendation to help UAF. Another topic of ongoing concern is about Sick Leave at retirement. Mike Humphrey agreed to speak to the Division of Retirement in Juneau. I found out that he did not. He emailed them and they emailed back that they weren’t really interested. We will pursue this issue by another path. The current consensus is the best thing to do that would involve the least repercussions is to offer UAF employees at the time of retirement an option to buy back their sick leave and convert it to PERS retirement benefits and to link this program to the already existing PERS buy back benefit, that can be done if you work for another state agency and cash in your retirement when you leave.

B. Elections, Membership & Rules – D. York (Handout)

Elections, Membership & Rules Committee Report

The committee has not had its first meeting of the new year. There will be a meeting soon and at that meeting a regular schedule of meetings will be decided upon for the calendar year. There are some housekeeping items that the committee needs to tackle this calendar year, that include a comprehensive review of the unit designations for representation, election for odd-numbered units, as well as continued review of the By-laws and Constitution for accuracy and clarity. In addition to those items this year the committee will spend some time focusing on the issue of membership and attendance. With the desire to fill our vacant Representative and Alternate positions this is a key issue that we plan to brainstorm at the request of our current leadership to provide incentives and ideas to continue to boost membership.

Comment from Larry Ledlow: I would like to reiterate the importance of participating in some of the activities that the Election’s Committee will have over the coming year. One thing we need to do is very carefully reconcile our authority. Take a look at the Constitution and the Bylaws and you will see that we’ve not exercised the authority that we’ve been vested with over the last few years. We need to reconcile some of the differences between the reality and the written word. Trying to get people to participate is absolutely essential and people don’t have to limit their participation in Staff Council to a representative or an alternate position. There are plenty of opportunities to participate in ad hoc committees, to provide public testimony, and to help out with publicity or whatever it takes. Encourage your colleagues here on Staff Council as well as your constituents to get more involved.

C. Rural Affairs – H. Simmons

The Rural Affairs Committee will hold our first meeting of the year Friday, 11 October. I plan to put out a note out at the end of September, to collect ideas.

D. University Advocacy – S. Comstock

Our first meeting was. Friday, 30 August. We are planning a fall campus tour for Staff and Faculty. We decided that what we might try to do for this year is to possibly include the newly elected and reelected legislators. This will help the legislators realize why UAF is so important to the State of Alaska. We’re working with Anne Ringstad with Statewide and she is pretty positive and is really eager to help out. That will probably be happening
some time in November right after the election. At the Administrative Committee meeting last week there was discussion about getting into some other issues such as supporting bond issues, trying to figure out how Staff Council can support some of the bond issues. We are looking for new members and need more assistance with the planned tour.

III New Business

A. Ad Hoc Committee on Staff Council Calendar

Larry Ledlow passed around a sign up sheet for the Staff Calendar Committee. The list of members is as follows:

Julie Wegner
Christine Truncali
Cynthia Bauer
darlene magiak

Comment by Larry Ledlow: The Calendar Committee is an enjoyable Committee to work with. You get all excited and see what a wonderful design comes out.

B. Ad Hoc Committee on Organizational Assessment

Larry Ledlow passed around a sign-up sheet for the Ad Hoc Committee on Organizational Assessment. The list of members is as follows:

Jean Crews
Gary Newman
Annette Chism

Larry Ledlow made the following comments and requests regarding the Ad Hoc Committee on Organizational Assessment:

Earlier, I mentioned the need to provide meaningful feedback to constituents, administrators, and managers throughout the organization. There is no real quality assurance process within the University -- not that I can identify in terms of being able to look at various problems. Every year we participate in a number of surveys; we don’t have a formal way to keep track of changes over time. The methodologies of the surveys differ; there are a few inconsistencies. We can provide more meaningful information to all of us for various aspects of our operation. It is something that we shouldn’t be afraid of, so I would like to convene an ad hoc committee on Organizational Assessment. I would like that Committee to take the following actions:

- The primary objective is to develop and document ways that Staff Council should operate in performing evaluations, surveys, and various other activities that would compose meaningful reports provided to administrators, managers, and employees.

- We want to identify problems and make recommendations to improve them.

- We want to identify processes throughout the University that work well and use them as models for other organizations.

Part of what inspired me to put this together was a discussion with Melissa Hill in Statewide. She informed me about a survey that Joe Beedle in Statewide Finance utilizes to assess his organization. As a pilot project, I would like to apply what he uses to Staff Council and one or two other organizations throughout the University. It’s fairly benign but it can result in meaningful information. The survey that Joe Beedle uses addresses six characteristics of a healthy organization. I’ll pass it around for your information and review. Also, Chancellor Lind may be interested in using it in his office. This Ad Hoc Committee will form ideas to track information and create new surveys that are useful to our cause. It would be perfectly legitimate for Staff Council to invite administrators and managers to look at staff’s point of view on various issues. I would like to do this in a formal way. Employees who are aware of a particular problem should bring this to Staff Council’s attention. We should be able to provide
them with quantitative results to take back to management for review. I think this is a very important long-term project for Staff Council.

Question from Jean Crews: How much time can a Staff Council member spend on Staff Council matters within a week or month? Is there a limit on how much time?

Answer by Larry Ledlow: There is a practical limit: in terms of working this out with your supervisor. That is really determined by your organization’s obligations, your organizational obligations, as well as your funding source. You and I end up charging different pots of money. You need to work this out with your supervisor. However, that does not mean the time is zero. If there is a problem, we can take this matter to the Chancellor. If your supervisor gives you a hard time, then contact me. The Chancellor wants supervisors to encourage Staff to participate.

Heidi Simmons commented that Rural Affairs doesn’t meet until October, because everybody has a lot of work to do and just can’t participate. I do agree that it is difficult, because once you are on Staff Council as a member, it seems that there are many committees that you support. Remember that our constituents can be a part of these committees. You don’t necessarily have to be a member of Staff Council to be on a committee. We all need to advocate our constituents to join us and be on committees that interest them.

Larry Ledlow commented that ad hoc committees are open to anyone. If you know staff that may lend certain expertise, may have certain knowledge, or show interest in a particular topic, encourage them to sign up. It is up to you to go out and sign up people and rally the troops.

C. Ad Hoc Committee on Diversity and Tolerance

Larry Ledlow passed around a sign-up sheet to Staff Council members to sign up for the Ad Hoc Committee on Diversity and Tolerance. The list of members is as follows:

Jean Crews
Maya Salganek
Diane Gray
Angela Linn

Larry Ledlow commented that the purpose of this Committee began with the discrimination issue that we addressed last year. It really opened up a very interesting dialogue between our members, constituents, students, and faculty. Most people expressed frustration about not having an ability to influence Board of Regency policy. But there are ways that we can influence and educate and take an active role in promoting diversity and tolerance on campus. One of the purposes of this Committee is to review issues that are not adequately addressed on this Campus.

The Office of Multi-Cultural Affairs (OMA) agreed to continue the Campus Climate Forums for the coming year. There are two forums this semester. Staff, faculty, and students that attended the forums conducted last spring. The participants held an open dialogue about how issues of diversity affect them. The forums are a good place to gather information and listen to varied points of view, but we really need to plan and take action. What else can we do? Is it a matter of education? Is it a matter of establishing certain kinds of programs or procedures, and processes? The opportunity is here for us to take the information and move forward. We can begin to implement practical programs and activities. That is the mission of the Diversity and Tolerance Committee. Right now we have a lot of information and feelings to sift through and address. From previous years there are issues and
concerns that were not fully captured. I expect the Ad Hoc Committee on Diversity and Tolerance to be a long-standing Committee. I would expect this Committee to continue to support and promote the Institutional Climate Forums. Take one of the yellow forms produced by the Office of Multi-Cultural Affairs back to your department. Fill out the form yourself, discuss it with your constituents, and get them to fill out the survey. This is a personal statement of how it feels to be a ________. Maybe you work for somebody who doesn’t like large people, like me. Maybe you work for somebody who is clearly a sexist or somehow offensive. Maybe you feel picked on or at a disadvantage for a variety of reasons. It doesn’t have to do necessarily with the larger issues of sexual orientation, race, and everything else. Take these back and get people to think about what bothers them. What is it like to be a forty something, middleclass, white professional male? I plan to fill out the survey along those lines. This is an opportunity to site what you’ve tried to do about a problem. What kind of response did you receive? Take forms with you, distribute them, complete yours and return them to OMA. Hopefully, by 4 October, because the first Institutional Climate Forum is Thursday, 17 October, Wood Center C-D, 1:00-3:00 p.m. Dr. Williams at OMA would like to collect this information to craft the agenda and perceive the dialogue. The second forum is planned for Thursday, 12 December, Wood Center Ballroom, 1:00-3:00 p.m.

D. Ad Hoc Committee on Reduction In Force (RIF)

Larry Ledlow addressed the Committee on Reduction In Force (RIF). This Committee’s purpose is to address the potential RIF those ASF employees may experience. I plan to make direct appointments to the Committee by the end of this week or early next week I’m interested in attracting six people with particular points of view. Individuals who will lend to the process their expertise in labor relations, hiring and firing, management experience, and familiarity with the situation at the G.I. and ASF. If you have experience in the Human Resource management area, then by all means step forward and let me know. Please contact me next week and let me know your interest, what you would like to bring to the table. Originally, I thought about passing this task to the Staff Affairs Committee. However, Staff Affairs is overloaded with many important topics that need addressing. I expect the policy and procedures draft to be available for review next month, so this assignment should be short-term.

Larry Ledlow: I would like to open up the floor to any other new business that you would like to address and then we will have a brief period for public comment.

Larry Ledlow commented: One thing that I would like Staff Council to do is encourage your constituents to attend these meetings to discuss issues that we haven’t considered. This is another way for Staff to insert their points of view about issues that we are considering, possibly introducing topics for future discussion.

IV Public Comment

Angela Linn: What I’d like to do is give an update to the Union's organizing efforts that have been going on for the past year and a half. We continued to work over the summer on a statewide basis, continuing with our educational effort. We are continuing to have Brown bag lunches twice a month. We are going to start doing one on lower campus once a month and one on Westridge, so our next Brown Bag will be next Wednesday from Noon to 1:00 in Room 407 IARC. This is for anybody who has questions about what is going on, anything that they are concerned about, things that they think we should be thinking about, so that we can better address the concerns of everyone. We are also continuing to have bi-monthly meetings on a Statewide level with people in Anchorage in Juneau. We have organizing committee members in both of those locations. We are going to start training building reps that will be located throughout the campuses contacting individuals and departments. If people don’t want to go to the regional office or they can’t find one of the organizing committee members, trained individuals will be available to provide the information desired. We will have frequently asked question sheets and things like that. Hopefully, we will start the training in the next couple of weeks. Our ultimate goal is to have a second card drive in the second half of October. We are going to try a little harder to explain what the language is all about on these cards; explaining that the language on the cards is set by State legislation. There has been confusion in the past as to what people were actually signing. That is going to happen the second half of October and we are always looking for people who are willing to help out with this organizing effort. There are about five people in Fairbanks who do all the work on this. Hopefully, we are going to have our website up, otherwise contact the APA or AFP offices throughout the State. I will try to get updates out on a monthly basis keeping everybody informed. If anybody has comments or questions feel free to contact any of us.

Question from Heidi Simmons: Will you guys be able to provide some sort of outlet more for the rural sites tied into the...
brown bag lunches.

Answer by Angela Linn: We tried to have a teleconference about a month and a half ago – no one dialed in. We always have open audio-conferences available for the statewide organizing committee meetings. We just started phone banking to the rural sites this past weekend. Joli Morgan is the contact person in Bethel if you have a specific question contact him. For the Northern region we are trying to get as many contacts in each rural area as possible. I can give you the 1-800 number that we call or the local toll free number that we call into from the office.

Comment by Heidi Simmons: Rural site people are really not going to be able to commit to attending meetings until October and probably up to the beginning of April. We are all on short contracts. That is why people couldn’t call in earlier than that.

Larry Ledlow: Any other public comments that is on official Staff Council time.

Comment by Gary Newman: Mine is more in line with what you had to say about getting the word out to other folks that we are having meetings. I know that you send out emails, post the agenda on the website in advance, along with attachments. I think that sort of thing might be very helpful to folks who might be interested and we might also flag a particular audience like the healthcare thing that is coming up to catch peoples’ attention and interest.

Question by Larry Ledlow: One thing that I don’t have a good sense for is if there's a way here on the UAF campus to communicate directly with staff by email. I don’t see it, other campuses can do it, and I’m not sure why we can’t. That is certainly a deficiency that we should address. Other ways to get the word out whether by Web, copies, or whatever we can do. Let me know about your ideas for pursuing better ways to communicate.

Question from Cynthia Bauer: On the health issue is Mike Humphrey coming back anytime soon?

Answer by Larry Ledlow: Yes, I’ll try to have him back next month. By then there should be a little more clarity as to where we are going with health care and it is a number one topic.

Comment by DeShanna York: When the Board of Regents met was there any discussion about staff salary increases for next fiscal year?

Larry Ledlow: Yes, I do know something. The operating budget as it is proposed will be approved next month. There will not be a 1.5 increase next year. That was one of the items specifically excluded. That is kind of discouraging, we don’t get the 1.5% increase, and then we get a 700% increase in health care cost and we are still messing around with job classification. During our Staff Alliance last week there was a possible increase mentioned in the UA contribution to healthcare fees, but that will not be more than about three percent. There is a remote possibility that it might be more than three percent, but that is about it.

V. Member’s Comments

Member’s comments were addressed during the Public Comment section of the meeting.

VII The meeting was adjourned at 10:30 a.m.

A tape of this Staff Council meeting is available in the Governance Office if anyone wishes to listen to the complete tape. Submitted by Lynette Washington, Staff Council Executive Secretary.