

Staff Affairs Meeting Minutes

April 7, 2011  
IARC Rm. 401

**Members Present:** Megan Hoffman, Naomi Horn, John Clendenin, Carol Shafford, Carolyn Simmons, Juella Sparks, Joyce Stephens and Dawn Derringer.

**Guests Present:** Margo Griffith, Ryan Keele, Julie Logden.

Due to problems with the teleconference system, the meeting didn't start until 9:20 AM.

**Agenda** was approved.

**Minutes** of March 21<sup>st</sup> meeting were discussed. It was noted that the discussion on the Spousal Surcharge should have stated FY13 for clarification and the \$50 rate should state "per month". The Minutes were approved as amended.

**Old Business:**

**FY13 Healthcare Changes**

- 1) Spousal Surcharge** – after much discussion, Juella Sparks made the following motion; *"That Staff Affairs put a motion before Staff Council not supporting a spousal surcharge, part of the reasoning being they are already charged for being on the insurance, so the additional surcharge is unfair and discriminatory"*. The motion was seconded and passed.

It was also noted that members should tell their unit constituents that a motion is coming before Staff Council opposing the Spousal Surcharge in FY13. If they agree with this motion, they should send an email to Mike Humphreys (and copy Maria Russell) stating their approval of the motion. The more responses Mike Humphreys gets, the more likely this surcharge will not go forward.

- 2) Eight Tier Expansion for Family coverage in FY13:** This item was discussed and tabled until Maria Russell can obtain statistics on what the National average is for a family, and what the average is of insurance costs per child. The general feeling was a wider range of tiers is needed in order to be fair. It was also suggested that this item should be one of the tasks for the proposed Healthcare Task Force.
- 3) Healthcare Task Force:** The idea of forming a task force to study the entire Healthcare program for the University was discussed. Juella made the following motion; *"That Staff Affairs puts forward to Staff Council a motion to recommend the formation of a one time faculty and staff Healthcare Task Force that will look at healthcare plans as a whole, from across the country, with a much smaller percent of Administration (not 50% Administration / 50% Faculty and Staff) and with a commitment from the President that his administration will support the investigative efforts of this group"*. This motion was seconded and passed. It was also noted that this kind of motion should go forward from the unions and Faculty Senate. After more discussion, Juella made another motion *"That Staff Affairs puts a motion before Staff Council to request that an overall University of Alaska Task Force on Healthcare be put together fairly representing all groups within the University, with the full support of Statewide Administration to investigate and propose a complete overhaul of the UA Healthcare and benefits as they exist"*. This motion was seconded and passed.

**New Business:**

- 1) The healthcare concerns about the WIN program and requiring medical travel as a cost savings were tabled until Mary Sue Dates and Jennifer Elhard are present, since they were the ones who brought the issues up.
- 2) Ways of communicating with constituents were discussed. John Clendenin said not all of the list serves are working properly, and this is something that needs to be resolved. He noted how important it is that everyone is kept up to date on happenings and they need to know that they do have a voice. It was suggested that a survey be developed to find out how staff want to be communicated with; are they getting the emails, and if so do they read them? It was suggested that some Staff Learning Sessions be developed (i.e. Parliamentary Procedure, etc.)and offered to anyone who wants to attend. These items were asked to be put on the agenda for the next Staff Council meeting on Wednesday, April 20, 2011.
- 3) Meeting procedures were talked about briefly, with the possibility of video conferencing (if budget allows for this). This will be discussed further at our next meeting, which will be April 21, 2011.

Since we were running over on time, the meeting was adjourned.