

MINUTES

UAF Staff Affairs Meeting #

Thursday, 10 March 2011

1-2:30 p.m.

Chancellor's Conference Room

Audio Conference Information: 1-800-893-8850, Participant PIN: 8244236, Chair PIN: 8233640 (only the chair or meeting convener uses this pin#).

1. CALL TO ORDER AND ROLL CALL

PRESENT

Megan Hoffman, Co-Chair

Naomi Horne, Co-Chair

John Clendenin

Mary Sue Dates

Dawn Dearinger

Jennifer Elhard

Robert Mackey

Maria Russell

Carol Shafford

Carolyn Simmons

Juella Sparks

Martin Klein

ABSENT

Amy Bristor

Nichole Kloepfer

Forrest Kuiper

Heather Leavengood

Joyce Stephens

Kayt Sunwood

Michael Szidolski

Shelbie Umphenour

Pips Veazey

2. UNFINISHED BUSINESS

a. Changes in FY12 Healthcare

Discussion over tobacco surcharge: John Clendenin suggested moving to a smoke free campus as an alternative to a tobacco surcharge. Megan Hoffman suggested instead creating designated smoking areas on campus to minimize non-smoker exposure to second-hand

smoke. Juella Sparks suggested we create a motion to remove smoking surcharge from FY13 Healthcare Plan.

Maria Russell informed Staff Affairs that contribution rates for FY12 will remain the same as FY11. She also informed us that names/deductibles/out-of-pocket expenses were changing/increasing in FY12. The deadline for the Healthcare Dependent Audit has been extended to the end of March.

Naomi Horne suggested the discussion be focused on actually reducing health care costs as opposed to simply shifting the costs, and potentially adding UAF students to the health care plan. This has been done at other universities and has been successful. Maria Russel agreed to look into this idea since she believed it has been presented before.

Juella Sparks suggested that UAF Staff Council host a forum to discuss the healthcare changes with all staff, and invite Beth Behner and Mike Humphrey to participate. It was agreed that Staff Affairs could coordinate with the advocacy committee to accomplish this.

Action required: nominate or select a member of the Staff Affairs committee who is willing to coordinate and lead on the healthcare forum idea.

b. Changes in FY13 Healthcare

Juella Sparks recommended Staff Alliance create a motion to remove the tobacco surcharge from the healthcare plan indefinitely. The spousal surcharge and the fee for number of children were discussed but no specific action was recommended.

Action required: contribute to GoogleDoc draft of smoking surcharge motion, determine if suggestions will be made to the Chancellor regarding the possibility of a smoke-free campus, or designated smoking areas. Determine if supervisor training should also be initiated to be sure productivity is not interrupted by smokers and non-smokers breaks.

c. Copyright Infringement Review

Maria Russell reviewed the copyright infringement case involving a computer a staff member hadn't owned in years but was being accused of illegally downloading material.

Action required: review the new University of Alaska Fairbanks Guidelines for Responding to Copyright Complaints (included in the portfolio of this meeting) and give feedback at next Staff Affairs meeting.

d. Layoff Statistics

e. Performance Evaluation

Action required: review the new evaluation form and provide feedback to Staff Council by the

April meeting.

- f. Emergency Closure Motion Update/Upcoming Policy
- g. Electronic Timesheets and Effort Reporting Update

Action required: review the process and make recommendations for changes/adjustments as needed to Staff Council by the April meeting.

- h. Tuition Wavier Issue

3. NEW BUSINESS

- a. Workplace Bullying

Action required: review current research on this trend, draft a anti-bullying policy. Naomi Horne has agreed to do this by the end of April, 2010.

- b. Update from Staff Alliance

Maria Russell updated Staff Affairs on the current Staff Alliance motions to 1) allow staff and faculty to cash in their leave twice a year rather than once a year, 2) include language regarding Staff Emeritus status in the staffing chapter of BOR Policy, and 3) endorse the addition of a second staff seat to JHCC.

- c. Regular committee meeting times

We agreed that it would be easier for all of us to coordinate our schedules if we picked set days and times for these meetings.

Action required: a doodle poll needs to be created to determine when folks are all available. We agreed that our next meeting will be on 3/21 at 3:30pm, location Rasmuson Library Room 341.

MOTION relating to smoker surcharge

We, the UAF Staff Council move to have the smoker surcharge removed from the possible changes to the FY13 healthcare plan. This action is effective March 23, 2011.

Rationale for motion:

This is discriminatory and we hold that such an action would restrict individual freedoms. In an effort to protect non-smokers and reduce healthcare costs associated with second-hand smoke, the UAF Staff Council would support the creation of designated smoking areas throughout campus.

Distribution: Chancellor Rogers, President Gamble, Beth Behner, Mike Humphrey, Pat Ivey, SHCC, JHCC

Signed: _____
President, UAF Staff Council Date _____

____ Forward: _____
Chancellor, UAF Date _____

____ Approved: _____
President, University of Alaska Date _____

____ Disapproved: _____
President, University of Alaska Date _____

Rationale for Disapproval: