

TO: UAF Staff Council

From: Brad Havel

Date: May 1, 2009

RE: Technology Advisory Board (TAB) report

The Technology Advisory Board met on a second time on 4/22 to review 5 remaining proposals and distribute the remaining \$20,157 in TAB funds. Two proposals were just not feasible to actually fund due to external factors (facility issues in one case and maintenance concerns in the second). A third proposal was discarded due to lack of support from the submitter and their department as a whole (dean and chair). The remaining two proposals were fully funded. An ~\$6,000 will carry over to the next TAB funding cycle.

To: UAF Staff Council

From: Brad Havel, Interim EMR Committee Chair

Re: Meeting Notes, 05/04/2009

Date: 05/07/2009

Attending: Mary Sue, Gary, Walker, Brad, Juella (ex-officio)

Excused: Katrina, Holly

An update on the Electronic Voting and next fall's even unit elections was provided. Nichole helped coordinate obtaining a new method of getting a staff member listing for unit counts and to get some seed data for designing an electronic voting process to have in place by fall's election. A subcommittee was designated which will have some meetings over the summer to work on having the process and procedure in place by the first Staff Council meeting in the next academic year.

A question came up about OIT representation due to some staff being in UAF timekeeping locations and others being in Statewide timekeeping locations. Juella provided some additional information on this (UAF employee ran for, was voted into Statewide Staff Alliance seat and the issues this brought up for them --- Resolved through an OIT at-large seat regardless of if they are UAF or Statewide employee that will take effect next fall). This item was tabled for the time being to allow for more information to be obtained from OIT personnel, such as Karl Kowalski and possibly communications directly with OIT people affected.

The committee addressed some of the comments and suggestions that had been made on the draft versions previously distributed. A President-Emeritus/Emerita officer position was designed and added to the draft for voting during SC #198. Additional inconsistencies and wording issues were corrected in the drafts of the Constitution and Bylaws. (For example, "By-laws" vs. "Bylaws", "Vice President" vs. "Vice-President")

EMR reviewed the submitted annual end of year report prior to official submission. No modifications or additions were suggested.

Unit member counts for even units will be "locked" for a two-year period in September to determine how many representative & alternate seats each even unit will be voting on.

**Staff Affairs Committee
Meeting Minutes
April 29, 2009**

Roll Call - Present: Mary Sue Dates, Brad Havel, Debra Hao, Heather Leavengood, Jenny Day, Kayt Sunwood, Marianne Freelong, Pips Veazey, Julie Carpenter, Jennifer Elhard

Absent:

Donna Resnick, Carol Shafford - Excused

I. Approval of Agenda

- a. The meeting was called to order at 2:00 p.m. The Agenda was approved.

II Open Forum:

Staff Compensation

- a. No items to discuss.

Health Benefits / Associated Costs

- a. UA employees were overcharged for insurance in 2006 which created a surplus. The surplus allowed UA to lower the insurance rates for 2007, 2008, 2009. Once the surplus is used up, UA employees will be required to pay higher rates. In addition, UA used to cover 93% of the insurance costs, which will now change to 83%. UA employees are required to pay the difference. The 4.5% salary increase won't cover the increase in health benefit fees. In addition to the increase in health benefit fees, there might also be a decrease in the actual benefits we receive.
- b. Several questions came up during the meeting:
 - 1. What are UA employees paying the most for in their health benefits?
 - 2. What are the highest expenditures?
 - 3. How much does WIN cost?
 - 4. What are the Blue Cross administrative cost?
 - 5. What would it cost to actually have Blue Cross cover UA instead of being self-insured?
 - 6. What do other universities do for insurance?
 - 7. How do we address this as a committee?
 - 8. Is anyone keeping track of the costs coming out of UA employees' pockets when Blue Cross claims a doctor's fee is above allowable rates, or when they claim a procedure is not required?
- c. We need clarification on what we will be required to pay. Ask Mike Humphrey, Director of Benefits. Mary Sue will set up a meeting with Mr. Humphrey to discuss the staff concerns.

Merit-Based Performance Wage Increase

- a. What do other universities do? The University of Hawaii might be a good university to look at. The task force needs to continue receiving comments. Need to keep this issue in the forefront of Staff Council.

Staff Handbook

- a. A draft of the handbook is currently available online at <http://www.uaf.edu/ces/reporting/handbook.html>. The handbook still has sections that need work. Need to make sure it doesn't get buried too deep on the University website.

Grievance Procedure

- a. Confidentiality and cost issues. Mediation is a preferred step for some people before going to Human Resources with a grievance. What do other universities do? They have mediation centers, and will be good models to study. Unfortunately, the centers cost money. Mediation centers need to be separate from HR, however they need to be familiar with HR policies. Juella suggested this might have a better chance of succeeding if put in the package with the Family Friendly Task Force.

Adjourned: 3:00 pm