

Audio Conferencing: Toll-free #: 1-800-893-8850  
Participant PIN: 8244236

**MINUTES**

UAF STAFF COUNCIL MEETING #205  
Friday, 19 March, 2010  
8:45-11:00 a.m.  
Wood Center Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

**PRESENT**

Joey Bays  
Dawn Dearing  
Carol Shafford  
Chris Van Dyck  
Heather Leavengood  
Margo Griffith  
Sharon Corbett  
Katrina Paul  
Kayt Sunwood  
Pips Veazey  
Jennifer Elhard  
Jodi Baxter  
Ashley Munro  
Walker Wheeler  
Elizabeth Guthier  
Deb Hao  
Dayna Mackey  
Travis Brinzow  
Brad Havel  
Gary Newman  
Robert Mackey  
Sara Battiest  
Amy Bristor  
Sandra Boatwright  
Sara Spurlin  
Ann Hovde  
Richard Machida  
Forrest Kuiper

**EXCUSED ABSENCE**

Jennifer Stutesman  
Jenny Day  
Martin Klein, President, Staff Council  
Kathy Petersen  
Susie Baird  
Britton Anderson  
Nici Murawsky

**OFFICERS PRESENT**

Jon Dehn, President, Faculty Senate  
Juella Sparks, Past-President, Staff Council  
Maria Russell, President-Elect, Staff Council

**GUEST(S)**

Brian Rogers, UAF Chancellor  
Emily Gosnell, ASEA Representative  
Bruce Senkow, APEA Representative

A. Adopt Staff Council Agenda #205, Friday, 19 March, 2010

Agenda approved as amended.

B. Approve Staff Council Minutes #204, Wednesday, 10 February 2010

Pips Veazey was present and excused on the minutes. She was excused. Minutes approved as amended.

2. PUBLIC COMMENT

No public comment at this time.

3. OFFICER REPORTS

A. Martin Klein, President, Staff Council

Please see attached [President's report](#). Key points to note in the President's report are the health care rates and changes. In Juneau there was talk with legislatures, it seems like the staff 3% is solid.

B. Maria Russell, President-Elect, Staff Council

No report at this time.

4. GOVERNANCE REPORTS

A. Jon Dehn, President, Faculty Senate

Faculty Senate's major agenda items are accreditation and the draft Academic Master Plan. The draft Academic Master Plan plan covers all three campuses and all rural sites. All input needs to go to Jon Dehn by the June Board of Regents meeting. Please take the time to read the [draft Academic Master Plan](#). Patrick Gamble is the new UA President. Jon would like everyone's support to help make his transition as smooth as possible. There is some disagreement within Faculty Senate about the President and President-Elect seats this year. Jon elected to stay on Faculty Senate since no one was interested in taking the chair for President-Elect. There was a two third voter approval, the minority however, are unhappy with the results. .

B. Todd Vorisek, President, ASUAF

No report at this time.

6. GUEST(S)

A. Brian Rogers, UAF Chancellor

The UA legislative capital budget is coming along. There will be some deferred maintenance funds and some progress on the Life Sciences building. There are several legislatures that are

uncomfortable with the financing approach that the governors' put in for the Life Sciences building. There will be some cash and bond for the Life Sciences building and progress should begin as early as the summer of 2011. The legislature is looking at the feasibility studies for the community campuses funded and future year capital budget and potential funding for engineering at Anchorage and UAF campuses.

The capital budget is a lot clearer than the operations budget. The house has adopted an operating budget lower than the governor's level. The ratio of state to university funds are to develop over time. There is some significant concern about that process. For every dollar the university obtains the state will give a dollar and a quarter. The issue is that it pushes the university to raise tuition in order to get more state funding which is counter intuitive. It's also on a 2 year lag basis.

The Senate has taken a different approach. The Senate has added in something's that were not funded in the House budget. The Senate has pulled 3% from each campus budget and put it in to a single pool to allow the new president to do reallocate funds. This can also have a significant impact on all campuses. Even without the 3% it will be a tough year for UAF. The failure of both houses to fund fix cost increase and funds of only 60 % of the pay raise money which is part of the state formula on how they approach things. There will be allocation and reduction next year. UAF is doing better than 45 other state university systems. Nationwide support for higher education is on the decline. Pull backs are likely to occur this year for departments and schools. It will not be across the board. A clear process is yet to be conceived.

#### B. Beth Behner, Chief Human Resources Officer

Beth feels that the union process is an important topic right now and she is glad to be here today. Beth wanted to touch briefly on the process of the organizing campaign. When the union is in the organizing effort they try to gauge employee interests. First the unions distribute representation cards to obtain a 30% showing of interest in order to file with the Labor Relations Agency and the State of Alaska. The UA system does not know who has signed cards with each union. Once there is a petition filed the University must provide the unions with an employee roster in the requested units. Then the agency can go through the roster and compare names and prepare to trigger an election.

Right now there are two unions looking to represent the non –represented employees on campus. ASEA filed a petition on February 22 to seek all classified and non-exempt employees with some exceptions. That unit cannot include supervisors or confidential employees. The Labor Relations Agency asked UA Labor Relations to go through the non-represented listing and eliminate the supervising employees. By Alaska State law they cannot be in the same bargaining unit as supervising employees. ASEA originally asked to represent 1200 employees and UA Labor relations came up with employees is 1965. The validity of the interest's cards will be evaluated to determine if there will be enough for an election.

In the meantime, there are some issues going on between APEA and ASEA. The Labor Relations Agency has responded to a request by the AFL-CIO to hold the proceeding on abeyance until some internal grievance procedures can be resolved between the two unions. All this is public information. There was a possibility of a raffle being held through ASEA for signing the interest cards. Both APEA and the University have raised objections to this for offering a prize to sign cards. It should be the employee's choice to pick a union, not to choose for a prize. So the Labor Relations Agency has indicated it will determine if this unfair labor practice charge will have merit or not and they will investigate as part of their proceeding before an election.

That's the stage that we are at now. For more information check the UAF Labor Relations [website](#).

Juella asked Beth to define supervisor. Beth noted that a supervisor is an individual who can hire, fire, discipline or the effective ability to do so. Juella asked if the time frame held in abeyance means the unionizing process is on hold for six weeks. If the ALF-CIO has not rendered a solution, the process will go forward as before. The ALF-CIO arbitration date for both unions is March 25, 2010. By the middle of April they would have reached a decision. The ALF-CIO could decide to tell one of the unions that they are ineligible to organize at that time. Gary noted the 90 days are attached to the validity of the interest's cards.

Kayt asked if ASEA is only seeking to represent non-exempt staff. Beth noted that exempt and non-exempt employees are not the issue. Supervisor and non-supervisors are. By Alaska State law they cannot be in the same unit but they can be in the same union.

Robert Mackey wants to know numerically the split between employees and supervisors. Beth doesn't know the numbers at this time. Banner does not contain information that would be valid to determine the supervisor status of employees. But Beth will get back to Robert about those numbers.

Bryan asked what percentages of names are required to vote when selecting a union. Beth noted it is currently 50% + 1 to vote.

Maria noted that staff have voiced a concern about home visits. Beth noted that the university is obligated to provide employee mailing address. If the employees have listed the home address the union will have the opportunity to make home visits. The university cannot restrict the visitations of union members.

Juella asked what the estimate number of non-represented staff is. Beth mentioned that the estimated total number is 2700. Beth noted that it includes classified and non exempt employees. ASEA is seeking to represent 1285 employee which does not include exempt employees. The numbers are posted on the labor relations [website](#).

#### C. Emily Gosnell, ASEA Representative

Emily Gosnell and Kelly Brown are with the organizing drive. Kelly is very active in Alaska unions and can be contacted at 452-5870. Emily noted that in October 2009 Jim Duncan the business manager was approached by university staff showing interests in organizing.

ASEA is looking to represent non-exempt and exempt employees. ALRA has clear definitions of supervisors. When the drive first began the airlines miles applied to the interests cards to drive support. However, ASEA realized that it wasn't the best decision on their part. So the airlines miles are being donated to the SFSCME Hero's fund. They also have gone back to the people that signed interest cards and further accumulated the 50% support and approached ALRA with the information.

ASEA is one of the largest unions in Alaska and represents state employees. There has also been a complaint filed with the ALF-CIO. It's an Article 21 by APEA saying that they should be the only union that should organize staff because they organize other units on campus.

ASEA currently has 50% of exempt and non-exempt about 1800 employees. The unit itself is about 2700 employees. Emily noted that Staff Council's role under the union can be anything they want to be under the bargaining agreement.

ASEA dues are on a sliding scale depending on how much you make, roughly about 1% of your income. At the [SFSCME](#) page you can determine your dues. The site also address where the employees dues are spent. ASEA has full time lobbyists in Juneau and Anchorage.

D. Bruce Senkow, APEA Representative

Bruce Senkow is the President of APEA statewide. He works for the Department of Transportation. APEA represent 22 locals, all locals decide on their own bargaining agreements. The union is familiar with policy conflicts and the union wants to help bring cohesion to employee concerns. APEA has 2 lobbyists that lobby regularly to push for contacts, health care and other university issues.

APEA current represents the blue collar and faculty members under their own designated units. APEA's goal is to represent all staff that would like a voice. APEA would like to represent all 1800+700 staff.

Staff Council's role under APEA would be a collaborative effort. UASU is the acronym that was used when APEA tried to unionize staff in early 2000. Only under each union groups bargaining agreement can policies be influenced. APEA can work with administration to come to a mutual agreement during major fiscal changes. Dues can be read about the [APEA website](#).

7. BREAK

8. COMMITTEE REPORTS

Time constraints today prevent oral reports. Please see attachments.

- A. Staff Affairs, Heather Leavengood
- B. Rural Affairs, Susan Baird
- C. Elections, Membership, and Rules, Katrina Paul
- D. Advocacy Committee, Ashley Munro
- E. Ad Hoc Communications Committee, Ashley Munro

Bryan Uher noted that the Communications committee wishes to disband and merge into Advocacy.

- F. Staff Appreciation Day Committee, Ashley Munro

9. EXTERNAL COMMITTEE REPORTS

Time constraints today prevent oral reports. Please see attachments.

- A. Master Planning Committee (MPC), Gary Newman
- B. Subcommittee on Parking and Circulation Committee (SCP), Katrina Paul
- C. Chancellor's Diversity Action Committee (CDAC), Joey Bays and Ginny Tschanz
- D. Governance Coordinating Committee (GCC), Martin Klein

- E. Technology Advisory Board (TAB), Brad Havel
- F. Chancellor's Planning and Budget Committee, Chris Van Dyck
- G. Student Recreation Center Board (SRCB), Carol Shafford
- H. Bunnell House Advisory Committee, Walker Wheeler and Heather Leavengood
- I. Work, Life, Balance Committee, Walker Wheeler and Heather Leavengood
- J. Staff Healthcare Committee, Ashley Munro and Maria Russell
- K. Intercollegiate Athletic Council, Pips Veazey and Heather Leavengood

10. DISCUSSION ITEMS

A. UA Presidential Search

Patrick Gamble is the new UA President. Maria's search committee meeting on March 4 went well. The staff feedback was well received.

B. Announcement for Vice President Nominations

Nominations for the Vice President of Staff Council are now being accepted. The deadline is Friday, May 7, 2010 at 5:00 p.m. You do not have to be a Council member to run for this position. A person can self nominate for this position.

C. Reminder: Award Committee Process

Nichole reminded Council that award nominations close today. The Award committee is to meet Tuesday, March 23, 2010 from 3-4 p.m. in the Chancellor's Conference Room. On the committee are Travis Brinzow, Ann Hovde, Carol Shafford, Bryan Uher, Katrina Paul, Jenny Day, and Dayna Mackey.

D. Endorsement of CSW Resolution on Leave-Share

Faculty Senate passed a resolution urging to amend Leave-Share in the Board of Regents policy. Staff Council approves the resolution on Leave-Share unanimously. Staff Council's signed support is now available to [view](#).

ACTION

11. NEW BUSINESS

No new business at this time.

12. ROUND TABLE DISCUSSION

13. ADJOURN