

March 2011 President's Report

Health Care

Dependent Audit:

Deadline extended until March 31st 2011.

Open Enrollment:

Open enrollment is April 15th-May 16th. Every will have to participate in open enrollment as there are significant changes to the plan, in both design and name. The rates payroll contributed tier schedule will remain the same.

The Tobacco Surcharge:

The UA administration is in agreement with the recommendation of the Joint Health Care Committee to encourage employees who use tobacco to consider tobacco cessation programs over the course of the next year, before a differential charge begins in FY13. Tobacco cessation programs will be identified for employees' participation, and there will be no cost to employees for these programs.

FY12 Plan Questions:

UAF will host a Healthcare open forum, more information will come out of the Staff Council Advocacy Committee.

For plan questions please refer to the following FAQ:

<http://www.alaska.edu/files/benefits/FY12HealthCareFAQ0309.pdf>

Staff Alliance Compensation Working Group:

This group will start meeting at the end of March. If you are interested in joining please contact Maria Russell.

Staff Alliance Retreat:

The Staff Alliance had their annual Spring Retreat in Juneau at the beginning of this month, this included meeting with legislators and extended business meetings. During this meeting three motions were passed (Staff Emeritus, Cash In Leave, JHCC Membership). Please see attached copies.

Layoff Statistics:

Layoff and non-retention statistics by fiscal year prepared by statewide are attached. Pull back and UAF Layoff statistics completed by UAF HR are also attached.

Construction Updates (Life Science):

For construction updates to include project overview and plans, current construction information, and West Ridge parking information please visit the following website:

<http://www.uaf.edu/lifescience/construction/>

Administrative Review Committee

The administrative review inventory report has been completed.

Staff Make Students Count:

Date was extended one week, with a due date of 3/22/11. There are seven UAF nominations.

Emergency Closure Policy

The Chancellor Rogers has just completed a draft emergency closure policy that will be sent to UAF Staff Council for review.

Pending UAF Motions:

We have changed our motion format to allow for formal response to motions. The pending emergency closure motion was resubmitted in the new format.

Committee Updates:

We are working with the Chancellor to ensure that all UAF committees with Staff Council representation are meeting as required. It has been mentioned that a few of our committees haven't been meeting regularly, in some cases this has been due to restructure.

Layoff Statistics from 7/1/10-12/15/10; prepared 2/22/11

Total Layoffs:	67	
ARSC	40	(Loss of DOD funding)
Facilities	13	(Custodial Outsourcing)
Bookstore	6	(Follett Outsourcing)
Various	8	(SNRAS funding issues, budget pullbacks)

Contract Reductions in Lieu of Layoff: 22 (SNRAS-Contracts reduced to 11 months)

Layoff Rehires back to UA system from 7/1/10-12/15/10:

19

Layoff Rehires by vendors (outsourcing Custodial and Bookstore):

10

Additional Breakdown of ARSC data, including all employee actions.

A total of 60 employees were affected by the ARSC downsize.

- 3 Executives; 2 were at-will terminated; 1 will return to a faculty position (as a result of tenure status) at the end of May 2011.
- 5 Represented Faculty members; 3 were non-renewed; 2 were continued on term research contracts due to their existing external funding or partial funding of projects.
- 1 Non-Represented Faculty member; 1 continued on contract as chief scientist of ARSC.
- 40 employees received layoff notices; 5 Non-Exempt and 35 Exempt. 5 employees were continued on term research contracts due to their existing external funding; 9 were rehired into ARSC reorganized positions after a recruitment process
- 1 Temporary employee was given notice of non-renewal.
- 4 Graduate students were notified of non-renewal at the end of their current term contracts (end date of May 21).
- 6 Undergraduate students were notified of non-renewal at the end of their current term contracts (end date of May 21).

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

SA Motion #2011-3

MOTION relating to Staff Emeritus

“The Staff Alliance moves to request that language in regards Staff Emeritus R04.04.070 be duplicated in an stand alone area appropriate for staff. This action is effective March 8, 2011.”

Rationale for Motion:

Under faculty chapter of BOR policy/regulations R04.04.070 B. states *“In exceptional circumstances, the chancellor, or in the case of statewide administration employees, the president, may confer emeritus status on other meritorious employees who have provided a minimum of 10 years of faithful service of high quality to the institution. Recommendations will proceed along the appropriate administrative channels to the chancellor or the president.”* The other meritorious reference includes staff and should be included in the staffing chapter of BOR Policy.

Signed: _____

Chair, Staff Alliance

(Date)

____ Approved: _____

President, University of Alaska

Date

____ Disapproved: _____

President, University of Alaska

Date

Rationale for Disapproval:

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

SA Motion #2011-4

MOTION relating to Cash In Leave

“The Staff Alliance moves to request that non-represented staff be allowed two opportunities per fiscal year to cash in up to forty hours of annual leave, for a maximum total of eighty hours per fiscal year. This action is effective March 8, 2011.”

Rationale for Motion:

We propose this due current the economic situation and significant increases in out of pocket health care costs and cost of living increases around the state. This will allow staff the flexibility to better offset changing financial obligations.

Signed: _____
Chair, Staff Alliance (Date)

____ Approved: _____
President, University of Alaska Date

____ Disapproved: _____
President, University of Alaska Date

Rationale for Disapproval:

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

SA Motion #2011-5

MOTION relating to Staff Alliance Membership on JHCC

“The Staff Alliance moves to endorse the proposed addition of second voting members of non-represented staff to the JHCC, with a single alternate. The alliance further moves to request that travel funding for all members be provided by the Statewide Human Resources budget this motion is effective March 8, 2011.”

Rationale for Motion:

To make JHCC participation parallel between all benefit eligible groups in the UA system.

Distribution: President Gamble, Beth Behner, JHCC

Signed: _____
Chair, Staff Alliance (Date)

____ Approved: _____
President, University of Alaska Date

____ Disapproved: _____
President, University of Alaska Date

Rationale for Disapproval:

Terminations Data
Layoffs by Department
FY 08 - 12/31/11 of FY11

MAU	TKL	Department	2008		2009		2010		2011	
			Non Represented	Represented	Non Represented	Represented	Non Represented	Represented	Non Represented	Represented
UAF	T160	UAF CTC	1							
	T175	AFES - Palmer							1	
	T180	AFES - Fairbanks							1	
	T185	AFES - Forestry							1	
	T190	Geophysical Institute		3	2		4			
	T200	Seward Marine Ctr					1			
	T203	Juneau - Fish & Ocean Science	1							
	T205	FITC (Fisheries Indust. Tech. Ctr)		2						
	T230	UAF Athletics					2			
	T235	UAF Bookstore			1				6	
	T255	Registrar's Office							1	
	T275	Wood Center							1	
	T280	KUAC					1			
	T290	UAF OIT			1				1	
	T310	UA Museum of the North			2					
	T320	General Studies							1	
	T321	UAF Financial Aid	1							
	T325	Bus, B&CR, VCAS					1		1	
	T327	ARSC							40	
	T340	UAF Police Dept							1	
	T345	Physical Plant Custodial							2	11
Subtotal			3	5	6	0	9	0	57	11
UAA	T616	Ctr for Human Development					2			
	T756	University Advancement					1			
	T769	Procurement Services							1	
	T782	Housing, Dining & Conf Ser	1							
Subtotal			1	0	0	0	3	0	1	0
UAS	-	-								
Subtotal			2	0	0	0	3	0	2	0
SW	T800	Butrovich 2nd Floor			3					
	T802	SW Info Services - Fairbanks							2	
Subtotal			0	0	3	0	0	0	2	0
GRAND TOTAL			4	5	9	0	12	0	60	11

*This document is a supplement to the "Non Retention, Cause Termination and Layoff Data" updated on 3-3-11. The chart breaks down the layoff data by department. This chart does not include instances in which contract reductions have occurred in lieu of layoffs.

Non Retention, Cause Termination and Layoff Data
by Fiscal Year
FY2008 - FY2011 (through 12/31/10)

		SW			
		FY2008	FY2009	FY2010	FY11 (through 12/31/10)
Cause Termination	Non Represented				
	Represented				
Non Retention	Non Represented	4		1	2
	Represented				

		UAA				
			FY2008	FY2009	FY2010	FY11 (through 12/31/10)
Cause Termination	Non Represented				2	
	Represented	2	1	1		
Non Retention	Non Represented	6	6			
	Represented			1		

		UAF				
			FY2008	FY2009	FY2010	FY11 (through 12/31/10)
Cause Termination	Non Represented	2		1		
	Represented	2	3	2		
Non Retention	Non Represented	10	4	4		
	Represented	1				

		UAS				
			FY2008	FY2009	FY2010	FY11 (through 12/31/10)
Cause Termination	Non Represented					
	Represented					
Non Retention	Non Represented		1	1		1
	Represented	1				

			FY2008	FY2009	FY2010	FY11 (through 12/31/10)
SW	Layoff	Non Represented		4		2
		Represented				
UAA	Layoff	Non Represented	1		3	1
		Represented				
UAF	Layoff	Non Represented	3	5	9	57
		Represented	5			11
UAS	Layoff	Non Represented				
		Represented				

			FY2008	FY2009	FY2010	FY11 (through 12/31/10)
SW	layoff actions initiated; converted to contract reductions	Non Represented				
		Represented				
UAA		Non Represented				
		Represented				
UAF		Non Represented				22
		Represented				
UAS		Non Represented				
		Represented				