

MINUTES

UAF STAFF COUNCIL MEETING #215

Wednesday, March 23, 2011

8:45-11:00 a.m.

Wood Center Carol Brown Ballroom

1. 8:45-8:50 CALL TO ORDER AND ROLL CALL 5 Min.

PRESENT

Jodi Baxter
 Bryan Uher
 Kerissa Brady
 Kala Hansen
 Megan Hoffman
 Sara Battiest
 Carolyn Simmons
 Sharon Corbett
 Gary Newman
 Ben Tucker
 Mary Sue Dates
 Ryan Keele
 Naomi Horne
 Kate Sunwood
 Pips Veazey
 Juella Sparks
 Dawn Deringer
 Brad Havel
 Anne Williamson
 Carol Shafford
 Brad Krick
 Walker Wheeler
 Britton Anderson
 Travis Brinzow

EXCUSED ABSENCE

Robert Mackey III
 Amy Bristol
 Shawn Houston
 Heather Leavengood
 Robin Weinant
 Gary Bender
 Robert Machida
 Margo Griffith

ABSENT

Joe Hickman
 Forrest Kuiper

OFFICERS PRESENT

Maria Russell
 Martin Klein

ALTERNATES PRESENT (NON VOTING)

Jennifer Elhard
 Heather Wells
 Shelbie Umphenour
 Kate Wilson
 Catherine Williams

QUORUM PRESENT

- A. Adoption of Staff Council Agenda #215, Wednesday, March 23, 2011

Move to approve agenda and seconded.

- B. Approve Staff Council Minutes #214, Wednesday, February 23, 2011

Move to approve staff council minutes of meeting #214 and seconded

2. 8:50-8:55 PUBLIC COMMENT

No public comment at this time.

3. 8:55-9:20 OFFICER REPORTS

A. Maria Russell, President, Staff Council (Attachment 1)

The deadline for the dependent audit has been extended until the first of April, so we have a little more time to get that information in to ConSova. Changing this year, open enrollment will go from April 15th to May 16th. Everyone will have to fill out a new open enrollment form because there are so many changes to the health care plan. If you do not submit your form, you will be put on the medium plan. It is the same tier structure and rates, but the names and designs have changed. HR will be sending out a flyer covering the health care changes. UAF will host a health care forum to bring us up to date on what is happening with our health care.

Staff Alliance had a very busy retreat. They passed three motions.

- 1) SA Motion #2011-4 Cash in leave.
- 2) SA Motion #2011-5 Relating to Staff Alliance membership on JHCC.
- 3) SA Motion #2011-3 Relating to Staff Emeritus.

The “Staff Makes Students Count” Award closed yesterday and we ended the day with eight nominations.

We have one outstanding motion regarding the November emergency closure. We resubmitted that motion to him and are waiting for him to return it to us.

B. Margo Griffith Vice-President, Staff council

Margo is not present, President Maria Russell gave report.

4. 9:20-9:30 GOVERNANCE REPORTS 10 Min.

A. Jon Dehn, President, Faculty Senate

Jon Dehn is not present to give a report.

B. Nicole Carvajal, President, ASUAF

Nicole Carvajal is not present to give a report.

5. 9:30-9:45 GUEST(S) 15 Min.

A. Brian Rogers, UAF Chancellor, **Unavailable/Traveling**B. Megan Damario, Annual Giving Director, Development Office
Employee Giving Initiative

Megan Damario is with us to present the Employee Giving Initiative that will run from March 16th to April 18th. We have a variety of ways to give; most popular for employee is the payroll deduction plan. It is easy way, and you don't miss it.

Also presenting the Employee Giving Initiative: Annette Freiburger: Annette works at the Interior Aleutians Campus and has worked for UAF since 1974. We are in the development stage of a park next to the Museum of the North. It has been designed by Jones and Jones of Seattle. We want to create a beautiful welcoming place for students and staff; we would like to have a place that will honor the indigenous people of the state. The hill was used by the Athabascan people who would come together in the spring and meet. They honored the request to build an institute of learning and we would like to honor them. It is a very important place for the Athabascan and all native people of the state. We are starting the fundraising effort, please consider payroll deduction.

A. Staff Affairs, Megan Hoffman & Naomi Horne

We have had two meeting in four weeks. Regarding health care: FY13 contribution rates are not going to change, but the names of the tiers have been changed. The deductible is going up drastically. We have presented a motion to end the smoking surcharge for FY13. Please read the Motion; you can see we are asking for more smoking areas. We discussed a smoke free campus. We needed your input on going smoke free. We didn't want to tie the smoke free campus issue to the smoking surcharge issue.

Naomi read 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.

There was much discussion:

Kayt Sunwood: Thank you for taking up this issue. To clarify: This would push back the proposal for only one year. Smoking areas would empower non smokers to confront smokers.

Carol Shafford: The environmental office receives complaints all the time about cigarette smoke. Smoking next to air intake areas affects whole buildings. Second hand smoke is bad for everyone, especially non smokers.

Walker Wheeler: The suggestion of a smoke free campus is a very good one. The associated extra health risks for people who smoke is the reason for the fee. They are trying to do is balance the likelihood of extra cost for those individuals; since it is a choice. It is not something a person has to live with, it is not a preexisting condition that can't be fixed.

Naomi Horne: What we are worried about is that they are shifting the cost to those people and not everybody who smokes is sick.

Walker Wheeler: They do have a higher likelihood of becoming sick more frequently. As a concession, they are offering cessation programs up until that time.

Britton Anderson: One of the programs I am associated with is the University of Oregon. This year the University of Oregon is going smoke free. The health care plan costs for the University of Oregon is \$265,000,000.00 per year and by going smoke free they are going to save 18 per cent of their health care cost. The cost to the employee is going *down* by about 18 per cent. They are not seeing the health care cost increases that we are. They are offering the same cessation programs we are offering. I think it could save a bundle on health care costs.

Martin Klein: There are two issues here: The motion rationale is another issue saying the Staff Council favors more smoking areas. That is really another issue; that should be addressed separately. By implementing a smokers surcharge, the intent and belief is that it will lower the cost of health care, so by staff council saying we don't support this surcharge for smokers, we are really also saying we do support increased health care costs to us, carrying those smokers on the plan. That's why it is such a contentious issue. As a group we decide we want to cover smokers and not penalize them for being on our plan, our costs become higher and we pay those as a group. It is not easy to say to someone, we are going to charge you for doing something that is perfectly legal to do. But by the same token, the reality is that because they are doing that perfectly legal thing, they are raising the cost of health care for everyone else.

**VOTE ON MOTION RELATING TO SMOKER SURCHARGE WITH THE
RATIONALE REMOVED.**

Ayes:	12
Nays	8
Abstentions	1

C. Michelle Hebert, Director of Sustainability,
RISE Board (Attachment 2)

As the director of Sustainability, Michelle helps the students maintain their "Student Initiative for Renewable Energy Now funds." (SIREN) The students tax themselves \$20.00 each semester, (SIREN fee) and it is matched by the chancellor to change the campus to make it more sustainable. The RISE Board reviews suggestions from students on ways to be sustainable, such as the "green bike initiative", where students can check out bikes for free during the semester. Another thing they are working on currently is solar panels on SRC; they have a glass crusher application for the recycling program, many different ideas.

They have a board that helps in making decisions on how that money is spent at UAF. In their By Laws they will have one staff council representative. I would like to ask that you pass that motion for your representation on the board. MayAnna Bean put in an

application for that position as the Staff Council representative and we would ask that you approve her seat to the board.

Maria Russell: Staff council members work on external committees, but they report back to this group and MayAnna would have to have an official connection as a staff council member.

CALL FOR QUESTION TO APPOINT A STAFF COUNCIL MEMBER TO SIT ON THE RISE BOARD.

Ayes:	9
Nays	0
Abstentions	0

Gary Newman: Are there terms for each of the positions? The By-Laws are not completed yet. The RISE Board members are working annually at this point.

Jumped back to Staff Affairs Report (Mike Humphrey stepped out of the meeting)

Naomi Horne: We talked about the spousal surcharge and the tier expansion. We are trying to ask more specific questions about the percentage of benefit is used for children, to make sure these decisions make sense. We will report back to the group.

We would like to present resolutions in support of the motions Staff Alliance passed.

We the UAF Staff Council support the motion passed by the Staff Alliance regarding the reproduction of Staff Emeritus language in the visible area appropriate for staff.

The Staff Alliance motion states:

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

Rationale for Resolution:

Under faculty chapter of BOR policy/regulations R04.04070 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.

**CALL FOR THE VOTE ON RESOLUTION RELATING TO STAFF EMERITUS
MOTION FROM STAFF ALLIANCE:**

Ayes:	19
Nays	0
Abstentions	0

**RESOLUTION RELATING TO CASH IN LEAVE MOTION FROM STAFF
ALLIANCE**

**We, the UAF Staff Council support the motion passed by Staff Alliance
Regarding cashing in leave twice a year rather than only once a year.**

The Staff Alliance motion states:

“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 Resolution:

We support this due to the current 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.

Discussion: What was the nature of the discussion at Staff Alliance? The discussion was whether to ask for twice a year or four times a year. Currently, members of local 6070 are allowed to cash in 40 hours every pay period as long as they have 40 hours remaining. More discussion followed.

**CALL FOR THE VOTE RELATING TO CASH IN LEAVE MOTION FROM
STAFF ALLIANCE:**

Ayes:	22
Nays	0
Abstentions	0

**D. Mike Humphrey, Director of Benefits,
*Health Care Issues and Tax Deferred Annuities Letter***

There are no perfect answers with healthcare plans. Smoking surcharge has been delayed for FY12. As we move into next year we are looking at very closely rewarding positive behaviors. As we increase positive living actions we would see a reduced cost to our insurance. Maybe if you do enough positive behaviors in FY13, you might pay a lower charge for your health care plan. There are other employer models, for example: Gold,

Silver and Bronze plan; a plan where positive behaviors lowers deductibles and out of pocket maximums. We will be introducing these kinds of concepts. There are programmatic issues we have within Banner.

National statistics for smokers shows they cost from \$1,500.00 to \$1,700.00 more per year on average than someone who does not smoke. Auto insurance, is based on your safe driving record. Insurance companies base their rates on your risk factor. Our health care system is broke. On a national level we need to change the way we deliver health care.

There was discussion on the positive effect of the WIN program. The benefits of the WIN program are somewhere between one to one, or even one to three. For every dollar we invest, we save one dollar or as high as three dollars. We have a new consulting firm in place so we will now be able to see more clearly what is working and what is not.

The administration thought we had a good vendor with ConSova. The letters were reviewed before they went out; maybe our mindset was not quite where it should have been. We were looking at this as fraud, as having an illegal dependent on the plan; expending money that shouldn't have been spent. We are trying to tone the letters down. Although ConSova said they would remove people from the plan, ultimately the university will go over the list. As the system-wide Director of Benefits, it is my responsibility to see that we only pay claims for those people that we need to pay claims for and I saw an inconsistency across the UA campuses, so ConSova was hired to do an audit of our HR procedures regarding eligibility of our dependents.

There was more discussion regarding smoking cessations that will be available.

We have a confidentiality agreement with ING. The letter went out to folks that have a tax deferred annuity. The federal government changed the rules on us regarding who is responsible for this, and clearly pointed back to the employer and said "it is your problem." ING is not charging you or the University for this service. This was primarily for loans and hardship cases. The only time you would log into this account would be when you need to take a loan on a tax annuity.

Walker Wheeler: I take great issue with having people use log in credentials of their social security number and birth date for some website that hasn't been pre-advertized to anyone else. I could have forged this letter myself easily enough. It is on photo copied paper that was sent out to people. It wasn't on official university letterhead. This could have been a great way to train our people to accept phishing attempts and just go out and give our information to other people. There are better ways to set up initial identifiers with other companies. I know that you would need the social security number, but you don't have to tell someone to go use it to log in to a remote site. You've just given someone, if they weren't a legitimate organization, all the information they need to start using your identity. I take great issue with the letter that was sent out and I don't know what you could say to make me less angry.

We are required to issue an RFP for consulting every five years. Last January we chose the Lockton Group and one of the advantages with Lockton; instead of an hourly fee we got an annual fee. (Our last consulting firm's hourly fee was \$500.00 an hour.) Lockton was about \$270,000.00 a year. ConSova was a one-time project. We have

modified our opinions with regard to ConSova, and right now our opinion is we will not continue working with ConSova.

Martin Klein: Thank you Mike for coming and getting beat-up. With ConSova getting paid a certain percentage for the number of people kicked off the program, when will we see the numbers of what ConSova has been paid? Response: In late June or early July.

Juella Sparks: Thank you for coming. There are still a lot of unanswered questions. To the Staff Council members, please convey to your unit that we have asked the questions but they still go unanswered.

Kat: ConSova was not aware there was time extension in place. Mike was disappointed to hear that and he will double check that ConSova knows about the time extension.

More discussion on cost shifting and not cost saving. Mike encouraged everyone to send ideas to his office. Mike was asked to reconsider the deductible. Tripling the deductible is a huge deal.

6. 9:45-9:55 COMMITTEE REPORTS 10 Min.

B. Rural Affairs, Brad Krick (Attachment 3)

The Peggy Wood Award is open for nominations until April 25th. This is an award for outstanding rural staff members.

C. Elections, Membership, and Rules, Walker Wheeler

A scheduling conflict prevented the meeting.

D. Advocacy Committee, Jodi Baxter (Attachment 4)

We have some Brown Bag lunches lined up in April. We have concerns that we will have good speakers and good tours and no one will come. We have good speakers and good tours, please express that to your unit. Encourage people to come. We are creating flyers and mass emails.

8. 10:05-10:10 *ad hoc* COMMITTEE REPORTS 5 Min.

A. Staff Appreciation Day Committee & Longevity Awards, Ashley Munro & Amy Bristor

Staff Appreciation Day is moving along. If you have any ideas for sessions please send them to Amy or Ashley

B. Staff Make Students Count Committee, Carol Shafford

There are eight nominations. We will be meeting this week to select the one we will forward to President Gamble.

C. Staff Council Recognition Award Committee

Please begin thinking about who you would like to nominate for this award.

9. 10:10-10:15 UAF EXTERNAL COMMITTEE REPORTS 10 Min.

A. Master Planning Committee (MPC), Gary Newman

We have had a couple of meeting with Facilities Services as guests, one with Martin Klein explaining how, facilities deals with maintenance and prioritizes work and the other on facilities modification and the process that's even a little more cumbersome, that is to make sure that everything gets done that has to get done. There was discussion about the new Life Sciences building project going on this year, including the Arctic Health Research Building, a new greenhouse on the southwest end and a section in that atrium that's going to be infilled for the CANHR program. They will be removing about 70 some odd parking spots. Facility Services will be opening up the North Tanana Loop road for construction vehicles only. The website is <http://www.uaf.edu/lifescience/construction/>. Meeting notes and presentations to MPC remain available at www.uaf.edu/mastplan.

B. Subcommittee on Parking and Circulation Committee (SCP), Martin Klein

The Subcommittee on Parking and circulation of the Master Plan and the Parking Advisory Committee have been dormant for quite some time. Out of those two committees we came to the conclusion it was best to have just one. We formulated what that committee should consist of and got that approved by the Vice-Chancellor of Admin Services, Pat Pitney, and we official have a single Parking Advisory Committee. Staff Council has representation on that committee. We need a member to serve on that committee. That committee will meet quarterly and possibly more often. The committee reviews parking and administration budgets and procedures and is a sounding board for users. One other duty, we serve as the secondary appeals board when someone is appealing a parking ticket. We try to do that electronically. Scott McCrea is Chair and Britton Anderson volunteers to serve on this committee

C. Chancellor's Diversity Action Committee (CDAC),Juella Sparks (Attachment 5)

Please see Juella's written report. She did not anticipate being present today. We have distributed the Campus Climate Survey. The survey will end this coming Friday, March 25th at 5:00 p.m. and currently we have over 900 replies. We are thrilled with the response we have received.

The nomination period for the Chancellors Diversity Award is opened until March 30th. We are actively seeking nominations for that award.

D. Student Recreation Center Board (SRCB), Carol Shafford

The SRC Board has not met.

E. Chancellor's Planning and Budget Committee, Juella Sparks

The Chancellor's Planning and Budget committee has not started meeting yet.

F. Chancellor's Advisory Committee for the Naming of Campus Facilities, Maria Russell

We finished the guidelines for the naming of campus facilities. It is attachment number six, please review the guidelines and if you have any comments I will take it back to the committee.

G. Accreditation Steering Committee, Kayt Sunwood

We meet regularly. We may ask you to help out. There is much work to do and Dana is a driving force. If you have any questions about the process please talk to Dana.

H. Meritorious Award Committee, Maria Russell

The Meritorious Award Committee will meet later this spring.

I. Technology Advisory Board Committee (TAB), Brad Havel

Brad Havel is not present today to give a report on TAB.

J. Bunnell House Advisory Committee, Walker Wheeler and Heather Leavengood

The Bunnell House Advisory Committee has not met.

K. Work Life, Balance Committee, Walker Wheeler and Heather Leavengood

The Work Life Balance Committee's meeting was canceled.

10. 10:15-10:20 STATEWIDE EXTERNAL COMMITTEE REPORTS 5 Min.

A. Staff Healthcare Committee, Carol Shafford & Richard Machida

Staff Healthcare Committee meeting is scheduled for next Friday, April 1st. It will be available telephonically if you would like to join in and hear the discussions. The call in number is: 1-800-893-8850 PIN 423639

B. Performance Evaluations Committee, Mary Sue Dates & Maria Russell

This committee is currently on hold. There was a separate committee that was part of Staff Alliance and it is currently not meeting. The Performance Evaluations Committee is being reviewed at staff affairs.

C. Intercollegiate Athletic Council, Pips Veazey and Heather Leavengood

The Intercollegiate Athletic Council met yesterday and we are working on selecting the Student Athlete of the year, both male and female.

There has been a change to the hockey conference makeup. Some Ivey League teams got together and started a new conference and there could be conference shifting for our team in the next couple of years.

John Fox is retiring, so we are looking for a new chair. The chair needs to be a faculty member so if anyone knows someone who would be good, please put their name forward.

D. System Governance Committee (SG C), Maria Russell

11. 10:20-10:40 DISCUSSION ITEMS 20 Min.

- A. Statewide Human Resource's decision to employ a vendor for a service that will use your SSN as primary identification. (Tax Differed Annuity Plan Letter – Attachment 7)

Maria recommended that Staff Affairs create a recommendation that official letters need to be sent out on official letterhead and not photocopied and in the same recommendation ask the university administration and HR department work to communicate better with the staff and departments. The point was made that this should already be in policy for the University and instead of creating a new policy or recommendation it should just be pointed out the policy was not followed. A clarification from Walker Wheeler was that the letter was a form letter on official letterhead and reproduced for mass mailing. There was no personalization of the letter at all.

- B. Proposal to OIT to find alternatives to Google Groups for departmental accounts.

Google Groups will replace the fy department email June 1st. There is concern that if you sign up to a Google Group everyone would be able to access your personal university email. Maria has not found that to be true.

Walker Wheeler: The Google Groups are essentially a more powerful listserv, you can add people onto it, you can do moderation, and you can have people send to this address in lieu of a fy account to be distributed out. As far as replacing another email address, it is inappropriate to use. That is they're asking that we make a change to the way we usually do business to suit what they want to do, as opposed to what we feel our real needs are. I think I was one of the people who were pushing to have this as one of the items be brought up, that we make this recommendation to them officially. They are essentially a glorified mailing list that you can actually have other people involved in, and if you just want to do mail routing between people in the organization, then that is great. The archiving capability isn't as good, you have to use the website for doing it. You can however, send and receive on behalf of that mailing address from an individual account you just have no separation between those. One of the capabilities that exist, and they just have to do a little bit of work to actually make this possible; it is possible to create these side accounts with separate credentials and what they could do is create these accounts and give you proxy to those instead. But I don't think they are advertizing that at all and they are trying to push people down this Google Group setup path. That is the greater concern here, it is great that we have this other capability, but it doesn't suit all the purposes that are out there.

There was further discussion on this matter. Martin requested that Maria contact OIT as to where to get information on the Google Groups.

Walker Wheeler will be in charge of a discussion to draft a motion to state that the staff want to have actual departmental email accounts instead of a Google Group. The group will be made up of Walker Wheeler, Britton Anderson, Mary Sue Dates and Brad Krick.

ACTION

12. 10:40-10:50 NEW BUSINESS 10 Min.

Naomi Horne: Is the council interested in carrying the anti Bullying or Workplace Aggression Policy any further? It is a problem and we should pursue it. It was suggest we could work in conjunction with the EEO office.

13. 10:50-11:00 ROUND TABLE DISCUSSION 10 Min.

Round Table Discussion is off the record.

14. 11:00 ADJOURNED