

AGENDA
UAF STAFF COUNCIL #232
Wednesday, October 17, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236

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

- A. Roll Call
- B. Approval of Agenda for Staff Council Meeting #232
- C. Approval of Minutes for Staff Council Meeting #231

2. 8:50-9:00 STATUS OF PENDING ACTIONS (none)

- A. Actions Approved (none)
- B. Actions Denied (none)
- C. Actions Pending (none)

3. 9:00-9:05 PUBLIC COMMENT

4. 9:05-9:15 OFFICER REPORTS

- A. Juella Sparks, President
- B. Claudia Koch, Vice President

5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS

6. 9:25-9:35 GOVERNANCE REPORTS

- A. Jennifer Reynolds, President – Faculty Senate
- B. Mari Freitag, President – ASUAF

7. 9:35-9:45 UNFINISHED BUSINESS

- A. Staff Council Odd Unit Election - Update
- B. Health Care Benefit Update
- C. Employee Tuition Benefit Update
- D. Staff Resources Website Update
- E. Compensation Increase Update
- F. Grievance Process Review / Mediation Program Update
- G. Women's Center and Office of Multicultural Affairs & Diversity (OMAD) Update
- H. RISE Board Update

9:45-9:50 BREAK

8. 9:50-10:05 NEW BUSINESS

- A. Reorganization Working Group

9. 10:05-10:15 GUEST SPEAKERS

COMMITTEE REPORTS**10. 10:15-10:30 INTERNAL COMMITTEE REPORTS**

- A. Staff Affairs – Mary Sue Dates
 - Has not met
- B. Rural Affairs – Brad Krick
 - Attachment 232-3: October Committee Report
- C. Elections, Membership, and Rules – Walker Wheeler
 - Attachment 232-1: Committee Report
- D. Advocacy Committee – Debbie Gonzalez
 - Has not met

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

11. 10:30-10:40 EXTERNAL STATEWIDE COMMITTEE REPORTS

- A. Staff Alliance's Staff Health Care Committee – Gary Newman, Debbie Coxon, Mary Sue Dates (Alt), Debbie Gonzalez (alt)
 - Attachment 232-4: Meeting Notes from October 8, 2012
- B. Staff Alliance's Compensation Committee – Brad Krick and MaryAlice Short
 - Has not met

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

12. 10:40-10:45 EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

- A. Master Planning Committee (MPC) – Gary Newman
 - Has not met
- B. Parking Advisory Committee (PAC) – Britton Anderson
- C. Chancellor's Diversity Action Committee (CDAC) – Juella Sparks & Ross Imbler
- D. Chancellor's Planning and Budget Committee – Nichole Kloepper
 - Has not met
- E. Chancellor's Advisory Committee for the Naming of Campus Facilities – Debbie Coxon
 - Has not met
- F. Accreditation Steering Committee – Nichole Kloepper
 - Has not met
- G. Meritorious Service Awards Committee – Claudia Koch
 - Has not met
- H. Technology Advisory Board Committee (TAB) – Walker Wheeler
 - Has not met
- I. Work-Life Balance Committee – Walker Wheeler
 - Has not met
- J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson
- K. People's Endowment Committee – Debbie Gonzalez

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

13. 10:45-10:50 AD HOC COMMITTEE REPORTS

- A. Communications Committee – John Clendenin, Jr.

- Has not met

B. Staff Council 2013 Calendar Committee – Brad Krick

- Attachment 232-2: October Committee Report

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

14. 10:50-11:00 ROUND TABLE DISCUSSION

15. 11:00 ADJOURN

EMR Meeting Notes
October 1st, 2012

Committee: Walker Wheeler (Chair), Gary Newman, Richard Machida, Kala Hansen, Pips Veazey (Ex officio)

Attendees: Walker Wheeler, Kala Hansen, Pips Veazey, Claudia Koch

Agenda:

1. Discussion of Gary Newman's "Review of UAF Staff Council proposed re-org-Newman.pdf"
2. Discussion of current state of reorganization proposal.

The first item did not get as much attention as it deserved as the member of EMR that wrote up the review was not present at the meeting to discuss it fully. Though he was not present, those who showed up did not agree with the assessment/review. There were several assumptions that were made in the review that had information been sought ahead of time the review would likely not have concluded with the same opinions, but since no investigation into the meaning of how the goals were to be met, then the review could only be based on personal assumptions. Also to note, and not directly stated in the goals of reorganization but what should be a side effect of any reorganization, is being able to pull enough information from Banner to describe the current body to build representation. Currently as it sits Banner does not have all the information needed to correctly describe many employees relationships as they pertain to the current Unit designations. For those proposed categories, there is no reason that individuals can not self select into the described groups, and have to justify this to the constituents about why they want to represent that area.

The second item was a discussion of what the next steps should be for a reorganization. Several ideas from the Staff Council Officers have come up over the past year. Many of those were incorporated into the current rough sketches of the proposals. Little to no input had come in from elsewhere regarding reorganization. Although the most recent Staff Council meeting showed that the majority were in favor of a reorganization, the chair believes the research and development of this does not have to be housed in EMR. During the meeting Pips stepped up to lead a group to focus directly on reorganization, that will come up with a proposal to be presented to Staff Council. EMR will codify the proposal in the Bylaws and Constitution as needed if the proposal is approved.

Calendar Committee Meeting

Wednesday, September 26

Present: Brad Krick (chair), Gary Newman, Claudia Koch

The calendar committee met and decided on a rough timeline:

- 1) Solicit photos via SC Reps and Alts, and choose a photo by mid-October (Oct 19)
- 2) Work on the calendar design with Wood Center Graphics and have it finalized before elections close (Nov 23).
- 3) Add new reps and contact information to the calendar and have it sent to Printing before the end of the year. We may or may not be able to wait until Dec 19.
- 1) We choose a photo by mid-October (Oct 19, perhaps). Gary has made a rough draft of an email that we can send to SC reps and alts, asking them to request photos from their constituents. We talked about a contest, but I don't think we have enough time to do that this year.
 - 2) Work on the design with Wood Center Graphics and have it finalized before elections close (Nov 23).
 - 3) Add new rep names and contact information to the calendar, and have it sent to Printing in time to print before the end of the year. We'll have to talk with Printing about this date - we may or may not be able to wait until the Dec 19 meeting and the final election results. Note: we didn't discuss leaving the contact information off of the 2013 calendar. My sense is that everyone liked it, so I had not considered removing it.

Photos are being shared between committee members by way of Dropbox. The committee will meet again during the week of Oct 19.

Rural Affairs Meeting
10/2/12

Attendance: Ashley Munro, Evelyn (Bethel), Nichole Dufour, Robert Mackey, Travis

1. **Geographic Differential:** Robert Mackey- Chukchi Campus is losing faculty and staff to other companies with the state and other, pay is significantly higher and better/cheaper benefits. They have 6 full time staff members, and lost 2 because of the pay. Challenges may also exist for the recruiting process. Kotzebue has the highest cost of living in Alaska and staff are leaving. Bethel also has lost staff because of the lower pay.
 - a. TO DO: Collect numbers from other campuses may help support the need for the differential to be reviewed.
2. **WIN for Alaska Program:** Options are limited in rural Alaska for the offering of this program. What can be done to help offer this program to staff in rural Alaska.
3. **Staff Appreciation Day:** The committee is looking for a part time liaison to serve on the committee. Position would include corresponding with staff outside of Fairbanks (Palmer, Anchorage, etc included).
 - a. TO DO: Ashley to write email 'job description' to go out.

MISC:

Robert Mackey not running for re-election for Staff Council next year. He is trying to move to Juneau to be with his wife. He has sent emails asking for a replacement, but so far hasn't had any responses. Robert wants to help out with this committee as long as he works at UAF, but can't make the 2 year commitment to Staff Council.

UNIVERSITY of ALASKA

Staff Alliance Staff Health Care Committee

Special Meeting October 8th Meeting Notes Monday, October 8th

Attendees:

Melodee Monson – Chair, Constance Dennis, Gary Newman, Cat Williams, Maria Russell (alt), Gwenna Richardson, Elizabeth Williams, Mae Delcastillo (alt), Linda Hall, Heather Arana (alt), Monique Musick (alt), Erika Van Flein (ex-officio).

Absent:

Maureen Hunt (alt), Ivan Leibbrandt

Topics:

- a. Health Care Task Force Report
The Committee discussed each item suggested by the task force

Integrated wellness program

This recommendation was discussed at length as to how to encourage people to use IHP sessions. The SHCC showed fairly strong support for this recommendation. SHCC members like the education aspect being reevaluated but would like to also keep IHPs.

Annual wellness check-up and screenings

This recommendation was discussed favorably, and was tied to educating the plan users on how coding works (including prescriptions) and moving the wellness check up to a more mandatory item. The SHCC showed extremely strong support for this recommendation.

Wellness training

This recommendation suggests more training, as plan users are often not aware of options (including preventive benefits) available on our plan. The training would not have additional costs. The trainings would be scheduled and advertised. Scheduling for this option would need to be worked on. This could be reminders or just information on how to use the plan. There are questions on who would be doing these trainings. The SHCC showed extremely strong support for this recommendation.

Bring WIN to department

This recommendation would increase information to departments to include information on how to use the plan including preventative and prescription drug plan. WIN may not be the vendor in the future, this would accomplished by whoever is the successful bidder on the

University's wellness RFP. The SHCC showed extremely strong support for this recommendation.

Overall campus wellness plan

This recommendation may be a gateway to move to a tobacco free campus. This option would probably be campus centered and driven by the Chancellors at each campus. The SHCC showed extremely strong support for this recommendation.

Patient Centered Medical Home

This recommendation would need provider involvement. At this time we do not have enough information to make a decision on this recommendation. There are questions about the logistics of this option at this time. The SHCC did not support this option due questions regarding the logistics, cost and not having enough information on the recommendation.

Eliminate the 500 plan

There are questions on if eliminating this option would provide cost savings or not. The cost savings would come from administration rather than contributions. The cost savings would not be very great. The plan has a very low enrollment, and does not offer a great benefit to the employee. The SHCC showed strong support for this recommendation. A dissenting view believes if an employee wants to take the option for this plan at the higher cost to themselves they should have that option.

Opt-out options

There are issues with the Military Tri-Care plan and concern on how the plan would work with it. There is staff resistance to this option. The state of Alaska plan does not allow opt-outs. Opt-outs do affect the size of the pool and contribute to plan under recovery. The SHCC was split on this recommendation. Reasons for the split revolve around the state of Alaska not allowing opt-outs and issues with other coverage such as the Tri-Care. The Committee feels it needs more information and to discuss this further.

Salary determines cost – Lockton and CC

The Committee was enlightened by the number of employees who make over \$100,000 per year. Part time employees pay the same premium, but receive a smaller wage. This recommendation is considered a real “out of the box” option. This option would make a big difference to the lower wage earners. The SHCC broke this recommendation into two pieces. The first piece deals with charging a higher rate to part time employees. The SHCC showed extremely strong **non**-support for this recommendation. The second piece deals with a sliding scale of employee contributions to the plan. The SHCC showed extremely strong support for this piece of the recommendation.

Medical travel

This recommendation could save the plan quite a bit of money, and offer employees a provider with more experience performing the service. This also opens up to preferred providers in areas where there are no preferred providers. This option may have an impact on local provider and encourage them to work more closely with Premiera. Satori World Medical is another option that would make all arrangements, but you would not be able to choose where you were going. This option is different from Best Doctors and Employee Advocacy. The SHCC showed extremely strong support for this recommendation.

Rewards for healthy behavior: preferred pricing

This recommendation can be phased in over a 2-3 year period. There are concerns regarding how this with work with HIPPA requirements. A third party could ensure compliance. The recommendation would not be based on outcomes until a 3rd year. A smoking cessation plan could be placed here. The recommendation could be based on a point system. This is a more positive way to encourage healthy behaviors. The SHCC showed extremely strong support for this recommendation.

Cost recovery sharing

Itemized bills must be requested. Sometimes it is difficult to get an itemized bill. Plan users would need to be educated on how to read bills. The SHCC showed extremely strong support for this recommendation, although we would like to have an easier availability of itemized bills.

Employee advocacy group

The SHCC has already passed a motion supporting the recommendation, and therefore shows extremely strong support.

Spouse-associated options

If spouses waive coverage to be on the UAA plan there would be a surcharge. If the plan is used as a secondary plan, or the spouse does not have other coverage there would be no surcharge. This recommendation was also divided into two pieces. The first piece deals with a spousal surcharge for the plan. The SHCC showed extremely strong **non**-support for this recommendation. It was felt spouses should be affected by the same incentives used in the preferred pricing recommendation. The second piece deals with spousal participation in the wellness plan. The SHCC showed extremely strong support for this recommendation.

Preferred care sites

There are questions regarding the logistics of this recommendation. Issues such as space, manning and cost need to be discussed. The SHCC felt this option could be viable in the right circumstances, but there is not enough information presented to take a stand. This may be something to look at in the future.

b. Other recommendations

The SHCC recommends that the plan look at increased employee costs for increased family size.

Next regularly scheduled meeting: October 23, 2012

a. Topics for meeting

Review September 25 notes

JHCC update

Blogsit <http://www.uafstaffcouncilinfo.blogspot.com>,

Meeting adjourned at 9:30 am