

Staff Affairs
February 15, 2013
9:00 – 10:30 am
Meeting Notes

Attendance: MaryAlice Short - chair, Nicole Dufour (non-voting member), Jennifer Youngberg, Kim Eames, Robert Mackey, Claudia Koch (non-voting member)

Guest: Brad Krick, Kristen Bey, Debbie Belvans, Tom Langdon, Robyn Weinant

Health Care

Staff Affairs was requested by Juella Sparks to rank the below compensation and leave items in the priority that we would like staff alliance to pursue more in depth. After a small description of each item from Brad Krick and myself we ranked them in the below order. There was some discussion about the holiday list as neither Brad nor I could determine exactly what that was so we are using the assumption it was to change or add to the current holiday list. The final ranking has been sent to Juella.

1. Geographic differentials
2. Volunteer leave time
3. Alternative work schedules
4. Bonus system
5. Personal leave
6. Longevity
7. Leave accrual rates
8. Holidays list

The myth of the leave pot at UAF

Jennifer Youngberg as a staff affairs member and HR member explained where this myth has come from and has confirmed there is not live active leave pot at the University of Alaska. She explained the leave/share program and how “active employees” could donate although it was only in affect while they remained as active employees.

It was the responsibility of the person needing the sick leave to request it from friends and co-workers.

Sick leave is not funded; there is no budget like there is for annual leave that can be cashed in.

Also with the overall picture it was discovered that initially you only had to be out of work with no pay for 3 days prior to the change of the current policy of 10 days. This came about due to the misuse of what a serious approved FML definition was. To date no definition has been set and the staff affairs committee would like to look further into this for staff members.

Thanking JHCC

Will have this added to new business prior to approving the agenda on Tuesday. This is a request to use the staff council blog to thank everyone involved in the administration of removing the opt out and spousal surcharge from the new health care plan.

Staff Council Calendar

Brad Krick joined us as the chair of the calendar adhoc group to help us understand the challenges faced with getting the calendar out in a timely manner. 2 items that were noted were waiting on the final elections so that the current members could be placed on the calendar for constitutes to view and utilize and the second delay happened to an over workload at printing services.

Staff affairs suggested a survey of staff members to see what they like and disliked about the calendar and service. Brad has picked up that agenda item and will post it in his closing report of the 2013 calendar adhoc committee.

Comp time

Comp time at the University of Alaska is asked about on a regular basis so it is no surprise to see the issue being brought to staff affairs. The committee agreed to look into this further and Jennifer Youngberg has provided the below information since our meeting for review.

Policy at the University of Alaska

R04.05.020

D. Fair Labor Standards Act and Alaska Wage and Hour Law Criteria

1. Nonexempt Employment

a. Employees in nonexempt categories will be compensated on an hourly basis, rather than salary, and will be eligible for overtime pay for hours worked in excess of 40 per work week, as approved in advance by the employee's immediate supervisor, unless otherwise excepted by the Fair Labor Standards Act and/or the Alaska Wage and Hour Laws. Hours worked excludes all leave and holiday hours.

b. Nonexempt employees will not be eligible for compensatory time-off in lieu of overtime pay. This regulation does not prohibit the arrangement of flexible working schedules for employees which do not exceed 40 hours in any work week.

c. Nonexempt employees are required to submit timesheets for all hours.

Meeting adjourned at 10:30 am