

UAF Staff Council – Staff Affairs Committee
Committee Report for March 2013
Committee Chair – MaryAlice Short

Staff Affairs last met on March 18, 2013.

Members Present: MaryAlice Short (Chair), Jarkko Toivanen, Kirsten Bey, Juan Goula, Lesli Walls, Jennifer Youngberg

Leave Share:

- The committee discussed the needed to take action in requesting a specific definition of ‘serious illness.’ No specific decision was reached during the meeting.
- Jennifer Youngberg explained there is NO sick leave ‘bank.’
- The Family Medical Leave Act (FMLA) and its relationship to ‘leave share’ and ‘sick leave’ at the university were discussed.
- Many staff members do not understand protocol for ‘leave share’ at the university. Based on this, the committee will work to create an FAQ on ‘leave share.’ Jennifer Youngberg will take the lead on this task.

Telecommuting

- Telecommuting and associated risks and benefits were discussed. This included the role of Risk Management within the framework of telecommuting. The committee also discussed the relationship between telecommuting and exempt/non-exempt status.
- Based on this discussion the committee determined that telecommuting is an issue that needs further clarification. Lesli Walls will take the lead on contacting Risk Management to see if there is a standard policy place for telecommuting agreements.

Annual Performance Evaluations

- Annual performance evaluations are now tied to accreditation. The university is working to increase the number of evaluations as part of the accreditation process. The university does track performance evaluations and information is available to determine who has or has not completed annual evaluations.
- Some employees are moving towards 360° evaluations, which collect feedback from multiple perspectives.

Tasks:

- Jennifer Youngberg will work on creating a FAQ webpage for ‘leave share’
- Lesli Walls will check with Risk Management to determine if a template for telecommuting agreements exists
- MaryAlice Short will email links to Local 6070 grievance packet to Staff Affairs members for review and discussion
- Jarkko Toivanen and Nicole Dufour will monitor the Staff Affairs survey for additional feedback and will notify MaryAlice if new feedback is posted within the next few days.

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