

**University of Alaska Fairbanks  
Staff Council  
Resolution 2017- 284-1  
DRAFT**

**Resolution in Opposition to Proposed Leave Cash-In Changes**

**Whereas**, the proposed changes to the Leave Cash-In program would unfairly disadvantage employees who have worked for UAF for less than 5 years, and;

**Whereas**, the proposed changes unfairly disadvantage less than full-time employees, including furloughed employees, on the basis that they would be required to take leave before they could participate, when they already are away from work more so than their full-time counterparts, and;

**Whereas**, the proposed changes do not appear to be driven by workplace morale research or data, and its implementation would serve to create a functional annual leave tier/class system in the university, and;

**Whereas**, the proposed changes assume the ability of all staff to take annual leave in equal measure, and that essential staff positions have adequate secondary coverage for all employees to take said time off; now

**Therefore be it resolved that**, the UAF Staff Council opposes the proposed Leave Cash-In program changes by the University of Alaska.”