

For Audioconferencing: Bridge #1-800-910-9670
Anchorage 561-9670

FOR MORE INFORMATION, CONTACT:
Kathy Mosca
Governance Office
312 Signers' Hall
474-7056 fystaff@uaf.edu

AGENDA
UAF STAFF COUNCIL MEETING 105
Wednesday, February 3, 1999
8:30 - 10:25 a.m.
Wood Center Ballroom

Time		Item	Length of Time
8:30	I	Call to Order - B. Frey	10 Min.
		A. Roll Call	
		B. Approval of Minutes to Meeting #104 (December 4, 1998)	
		C. Adopt Agenda	
8:40	II	COMMITTEE REPORTS	
		A. Staff Training - D. Powell (Attachment 105/1)	5 Min.
		B. Staff Affairs - L. Anderson	20 Min.
		1. Resolution on Proposed Modifications to Health Care Plan (Attachment 105/2)	
		C. Rural Affairs - H. Simmons	5 Min.
		D. Elections, Membership & Rules - B. Gieck	5 Min.
9:15	III	OTHER BUSINESS	
		A. Motion to Confirm Committee Membership (Attachment 105/3)	5 Min.
		B. Motion to Establish Ad Hoc Picnic and Raffle Committee (Attachment 105/4)	5 Min.
9:25	IV	BREAK	5 Min.
9:30	V	President's Report - B. Frey	5 Min.
9:35	VI	Interim Vice Chancellor for Administrative Services Remarks - F. Williams	5 Min.
9:40	VII	Chancellor's Remarks - J. Wadlow	5 Min.
9:45	VIII	GUEST SPEAKER - Don Foley, Student Services	10 Min.
9:55	IX	GOVERNANCE REPORTS	
		A. Faculty Senate - M. Schatz	5 Min.
		B. ASUAF - J. Richardson	5 Min.
		C. Alumni Association - J. Poole	5 Min.
		D. Staff Alliance - S. Christensen	5 Min.
10:15	X	COMMENTS AND QUESTIONS	5 Min.
10:20	XI	ANNOUNCEMENTS	5 Min.
10:25	XII	ADJOURNMENT	

ATTACHMENT 105/1
UAF STAFF COUNCIL #105
FEBRUARY 3, 1999
SUBMITTED BY STAFF TRAINING

MINUTES
Staff Training Committee
January 13, 1999

9:00 a.m.
Wood Center Conference Room A

MEMBERS PRESENT: Alice Baergen, Rudy Candler, Sarah Comstock, Kerrie Dufseth, Debra Hagen, LaTanya McClellan, Kathy Mosca, Darlette Powell, and Pam Sowell

MEMBERS ABSENT: Ruth Duerr, Lynn Murphy, Diane Robinson, Peter Rogers, Karen Wilson, and Ron York

- 1. Introduce New Members - The new members were welcomed to the committee.
- 2. Spring Training Schedule - Due to circumstances beyond their control, the April 27 training on Career Ladders is going to be changed to a training session on evaluating resumes and conducting interviews with Todd Wheeler from Career Services. Career Ladders will be offered in the fall.

Committee members signed up to assist with training sessions as follows: Time Management 2/4 - Sarah and Kathy; Sexual Harassment 2/10 - Sarah and LaTanya; Stress Management 3/1 - Pam, Kerrie and Kathy; Performance Evaluations 3/10 - Pam and Darlette; Union Issues 4/8 - Debra and Pete; and Resumes and Conducting Interviews 4/27 - Alice and LaTanya. A list of duties will be distributed to the members. A clarification regarding employees who supervisor students ARE required to complete 10 hours of training each year will be included in the next Cornerstone. Questions were raised regarding the list of alternate courses which satisfy the requirement. This will added to the February agenda for further review.

Committee members were also informed that Pamela Davis in Development is working on getting a speaker up for training. Once more information is available, it will be distributed.

- 3. Longevity Awards Program - Thursday, May 13 at 1:30 p.m. in the Wood Center Ballroom.

The theme was changed to "That was then, this is now, lets look to the future!" Dr. Wood will be asked to speak about the past, Chancellor Wadlow on the present, and President Hamilton on the future.

Debra Hagen stated that Lynn Murphy will have the list of longevity awards recipients distributed to PPA's by the January 22. Currently, Lynn is assisting with registration/fee payment. The RIP list will not be available until at least mid February. Chuck Deehr retired as a faculty member and was rehired as a staff months later, so this does not constitute continuous service. Ann Tremarello is eligible for a 40 year award, as well as Syun Akasofu. At this time there is no award designated for 40 years so the committee will have to decide on an award and request funding from the Chancellor. An engraved gold pan or a crystal nanook was recommended. Debra also stated that Yvonne McHenry in Personnel will run a browser to ensure that we don't miss any individuals who should receive a 35 or 40 year award.

The main comment regarding last years RIP presentation was to be upbeat, no funeral music. The committee will have to decide what type of presentation they will do considering the short amount of time from when the RIP list will be available and the awards program.

Committee members recommended mixing up the order of awards and have the larger units go at the end of the program.

- 4. Other Business - None
- 5. The next meeting is scheduled for February 17 at 9:00 a.m. in the Chancellor's Conference Room.

ATTACHMENT 105/2
UAF STAFF COUNCIL #105
FEBRUARY 3, 1999
SUBMITTED BY STAFF AFFAIRS

RESOLUTION
=====

WHEREAS, the UAF Staff Council recognizes that the University is committed to offering it's employees a health care plan that is intended to promote and foster a sense of economic security against uncertain health care events and their potentially catastrophic costs; and

WHEREAS, the UAF Staff Council recognizes that health care costs are increasing and it is reasonable to expect staff to contribute more dollars toward the cost of their coverage; and

WHEREAS, the UAF Staff Council believes that Statewide administration has not given staff adequate details regarding health care plan changes for us to make an informed decision, and Statewide administration has not given staff adequate time to respond with viable alternate recommendations; and

WHEREAS, The UAF Staff Council has found that the following items of the proposed health care plan are unacceptable:

1. Increasing the individual and family deductible from \$100/300 to \$250/500.
2. Implement a preferred provider organization provision that pays 80/20% for in-network services and 60/40% for services performed by a health care provider who is not a member of the network (out-of-network)
3. Implement a \$400 wellness benefit, not subject to the deductible.
4. Change the pharmacy program from a 80/20% co-insurance to a flat \$7 generic and \$10 name brand co-payment system.
5. Coverage of dependents on health care; now

THEREFORE BE IT RESOLVED, That the UAF Staff Council recommends the following:

1. Reconsider the increase to the individual and family deductible, 150% is a substantial increase and would have considerable impact on an employee and their families, particularly those on the lower end of the pay scale.
2. Out-of-Network charges be covered "up to" the same dollar level as In-Network-Charges, and said charges would accrue toward the maximum out-of-pocket limits. Consider providing incentives for employees to select preferred providers.
3. Include in the wellness benefit weight loss, smoking cessation, and fitness center usage. As medical costs continue to increase at a substantial rate, some mechanism needs to be set in place that this amount for wellness-related medical services keep pace with the increased costs.
4. No change to the current pharmacy coverage of 80/20% to a flat rate and increase the out-of-pocket maximum to \$150.
5. Dependents charges should adequately reflect the actual number of dependents and not limited to 4+ dependents; also

BE IT FURTHER RESOLVED, That the UAF Staff Council requests that Statewide administration limit the contract with the health care administrator to two years and set up a continuing task force on health benefits, housed in Staff Alliance, which can continue reforming the health care plan to better serve the employees.

ATTACHMENT 105/3
UAF STAFF COUNCIL #105
FEBRUARY 3, 1999
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Staff Council moves to confirm the following committees membership:

EFFECTIVE: Immediately

ADMINISTRATIVE	STAFF AFFAIR
Lydia Anderson	*Lydia Anderson
Shannon Christensen	Diane Aslam
*Bev Frey	Laura Bender
Bob Gieck	Irene Downes
Darlette Powell	Karen Enochs

Heidi Simmons	Cheryl Evans
ELECTIONS, MEMBERSHIP & RULES	Bev Frey
*Bob Gieck	Gabrielle Hazelton
Marty Thomas	Heather Heineken
Patty White	Parker Martyn
Patty Duvlea	Nici Murawsky
	Julia Parzick
	Becca Sanches
STAFF TRAINING	Jeannette Skrob
Alice Baergen	Jeannette Swan
Rudy Candler	
Shannon Christensen	RURAL AFFAIRS
Sarah Comstock	Dixie Emery
Ruth Duerr	Bev Frey
Kerrie Dufseth	Martha Glore
Deb Hagen	Margaret Guinn
LaTanya McClellan	Barb Oleson
Kathy Mosca	Anna Poe
*Darlette Powell	Sandra Russell
Diane Robinson	Crystal Wilson
Peter Rogers	*Heidi Simmons
Pam Sowell	
Karen Wilson	

ATTACHMENT 105/4
UAF STAFF COUNCIL #105
FEBRUARY 3, 1999
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Staff Council moves to established an Ad Hoc Picnic and Raffle Committee to organize the 1999 staff picnic and raffle for the Carolyn Sampson Memorial Scholarship. The following people have agreed to serve on the committee:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

EFFECTIVE: Immediately

RATIONALE: The 1999 staff picnic will take place on May 13 immediately following the Staff Longevity Awards Program and planning needs to begin immediately to organize the event and raffle. Also, the raffle drawing will highlight the picnic. picnic.