

MINUTES
UAF STAFF COUNCIL MEETING #77
Friday, December 1, 1995
Wood Center Ballroom

I Marie Scholle called the meeting to order at 8:40 a.m.

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|----------------------------|-----------------|
| MEMBERS PRESENT: | MEMBERS ABSENT: |
| Banks, P. | Barr, J. |
| Barr, K. | Enochs, K. |
| Bender, L. | Gramling, D. |
| Bergeron, B. | Kiser, R. |
| Cade, J. | Murphy, L. |
| Davis, B. | Plowman, C. |
| Gal, S. | Ritchie, E. |
| Fisher, K. | Taylor, L. |
| Heath, M. | Thomas, M. |
| Howdeshell, S. | Wilson, Ci. |
| Johnson, J. (for P. Leist) | |
| Leavy, D. | OTHERS PRESENT: |
| Matheke, G. | Hayes, J. |
| Oleson, B. | Ivey, P. |
| Pierce, R. | Keating, J. |
| Powell, D. | Mayberry, M. |
| Scholle, M. | McGill, K. |
| Sowell, P. | Watson, D. |
| Wilson, Cr. | Witt, D. |
| Yates, M. | |
| York, R. | |

- B. The minutes to Meeting #76 (November 8, 1995) were approved as distributed via e-mail.
- C. The agenda was adopted as distributed via e-mail.

I President's Report - M. Scholle

Statewide Coordinator for Job Evaluations - Jim Kessler was hired to fill this position. Statewide employees are currently submitting Job Evaluation Forms (JEF). The deadline is June 30 for Statewide employees. A request will be forwarded to Statewide Human Resources to see when and if UAF employees will have to submit JEFs. Concerns were expressed regarding this position and representatives requested information on this new position, such as a copy of the job description, range, and salary.

Combined Sick and Annual Leave - Statewide Human Resources is currently working on a proposal for combined sick and annual leave. Representatives expressed concern regarding combining the leaves, such as what are the leave accrual rates being looked at, what happens with fund 2 money paid for sick leave, what will happen to current employee leave balances, and what is the time line for combining leave. A request will be forwarded to Statewide Human Resources for this information.

Geographic Differential - A bill will be introduced in the legislature this session. Rural representatives expressed concern. This item will be addressed in the Rural Affairs Committee report.

Juneau Trip - President Scholle meet with staff in Juneau and worked on all staff presenting a active unified front when lobbying the legislature and working on various issues that effect the work environment.

II Guest Speaker - Tom Moyer, Office of the Governor

The State Long Range Financial Planning Commission Report was distributed. There is a 1/2 billion dollar fiscal gap and revenues are declining. Usage of budget reserves cannot continually be used to fill that gap. This plan was developed by a 15 member commission with members from the House, Senate, and Governor. The Governor has endorsed this plan for the following reasons: closes fiscal gap, cuts State budget, protects and enlarges the permanent fund, addresses payment for services (taxes), and an income tax for the future.

Several eliminates to help close this gap include budget cuts, taxes, reconfiguring of the permanent fund. A \$40 million cut is proposed in the State budget this year. The Governor has asked all departments, including the University, to look where they can make additional cuts. Across the board cuts are not favored. The budget figures for next year will be announced December 15.

The floor was opened up for questions. President-Elect Pierce asked what impact will the bill just signed by the President to sell oil on foreign markets have on the State budget. Tom Moyer stated that this will have an impact on the budget, but will not close the gap by itself. Taiwan expressed an interest in buying 10,000 barrels/year from BP.

Representatives asked why the University is not included when references are made regarding education. The largest state export will be its youth if the government does not make a solid commitment to higher education. Mr. Moyer stated that funding for K-12 is formula driven (foundation formula). Also, the Governor continues his commitment to deferred maintenance.

Representatives asked if the bill to change the geographic differential will be reintroduced this session and Mr. Moyer stated that it would be. The geographic differential will affect state workers who are not covered under a collective bargaining agreement, including Mr. Moyer. Representatives stated this bill will severely impact the rural sites and their ability to attract employees, especially minorities.

The proposed cuts for the first year in the fiscal plan are \$40 million, \$30 million for the next two years and then take a look to see if additional cuts are needed. Areas of economic development include oil, timber, aerospace (launch facility in Kodiak), and an income tax. The income tax is not scheduled to be implemented until 2002. People who work here, but do not live here would also be taxed. Representatives suggested a sales tax.

Permanent Fund should be treated as an endowment. The plan would cap the pool and would increase the percentage that goes into the fund.

President Scholle asked Mr. Moyer to take the following message back to the Governor. Staff members all recognize that the state is realizing a shortfall in revenues. However, the University of Alaska has over the years, taken significant cuts and cannot be asked time and time again to fill the fiscal gap. The University plays a vital role in the community, as well as the state, and should be funded at such a level. Education is the cornerstone of our future. All the representatives concurred.

V The Council took a five minute break.

Committee Reports

A. Staff Affairs - G. Matheke

- 1. Motion to approve changes to 04.08.02 - Resolution Process

After a brief discussion and a friendly amendment, the following motion was passed with unanimous approval.

MOTION PASSED AS AMENDED (unanimous)
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The UAF Staff Council moves to approve the following amendments to Regents¹ Policy 04.08.02 as follows:

Add = CAPS
Delete = (())

04.08.02 C Resolution Process

Change the second sentence of the second paragraph to read:
A complainant ((must)) SHOULD make a good faith effort to resolve his or her complaint on an informal basis before resorting to the formal grievance process in Policy 04.08.04. IF THE COMPLAINANT

IS UNCOMFORTABLE DISCUSSING THE COMPLAINT WITH THE RESPONDENT, HE OR SHE MAY SEEK THE ASSISTANCE OF A MEDIATOR OR HIS OR HER PERSONNEL OFFICE.

EFFECTIVE: Immediately

RATIONALE: The language of this section continues to place a burden on the complainant and would discourage people from filing a complaint. Our society has ignored this problem for so long that there is a natural reluctance to pursue complaints of sexual harassment. Policy should not add to this reluctance. A complainant may feel very uncomfortable confronting the respondent after an alleged incident of sexual harassment. Alternate avenues of redress should be clearly pointed out to them in policy. Furthermore, if a violation of the sexual harassment policy has, in fact, occurred then it should not be resolved informally if this would result in no action being taken against the respondent. If someone has violated the policy then there should be some consequence beyond a simple, ³Don't do that again.²

B. Elections, Membership, & Rules - L. Bender

The following are the results from the even numbered unit elections:

- UNIT 2 Representative: Barb Oleson
Alternate: Jenna Apatiki
- UNIT 4 Representative: Marty Thomas
Alternate: Ingrid Ownens-Green
- UNIT 6 Representative: Shawn Jordan
Alternate: Elaine Bublitz
- UNIT 8 Representative: Karen Enochs
- UNIT 10 Representative: Linda Ilgenfritz
Representative: Darlette Powell
Representative: Sue Wilken
Alternate: Kathy Gruenig
Alternate: Donna Moore
Alternate: Elizabeth Ritchie
- UNIT 12 Representative: Jay Barr
- UNIT 14 Representative: JeRome Johnson
Representative: Julene Lowdermilk
Representative: Cheryl Sullivan
Alternate: Linda Harris
Alternate: Gail Morris
Alternate: Gabrielle Scalise
- UNIT 16 Representative: Jeff Pederson
Representative: Michelle Thomas
- UNIT 18 Representative: Carter Howald
Representative: Pam Sowell

C. Rural Affairs - B. Oleson

A handout was distributed on the affects of the proposed changed in the geographic differential for the rural sites. The proposed changes in geographic differential will not impact faculty since a majority are union. The very people the University targets to hire, minorities and Alaska Natives, will be paid less than the market starting pay in their communities. An arbitrary figure of 20% specifically impacts those communities with no road system and those communities dependent on the larger urban areas for services. The private sector has capability of hiring between a set range, depending on experience, which UAF cannot do without Chancellor approval.

D. System Governance Council - M. Scholle

Staff Alliance and System Governance are addressing the

dispute resolution and geographic differential. A great deal of discussion revolved around the new position recently added in Statewide Human Resources of a coordinator for the job evaluation process. Jim Kessler was hired. Representatives expressed a great deal of concern regarding the job evaluation process; the new position; the duration of this position; how many positions are above a range 82 in Statewide; how many are executive, APT, and classified. A memorandum with these questions will be forwarded to Statewide Human Resources.

President Scholle and President-Elect Pierce will be attending the December Board of Regents meeting in Anchorage.

I Comments and Questions

VII Announcements

- A. The 1996 Staff Council calendar will be ready for distribution on December 8. Contact your Staff Council representative or the Governance Office.
- B. A handout was distributed from Mary Ann Borchert who is running for a seat on the PERS board. A brief biographical sketch was included also. Representatives were encouraged to exercise their right to vote.
- C. President-Elect Pierce received a response from Vice Chancellor Rice on some of the questions posed regarding the savings from the holiday closure. The University saved between \$75,000-100,000 on non-personnel issues, i.e. reduced utilities and \$175,000 leave-without-pay was taken in FY95. The same level of savings is anticipated in the current year.
- D. Mike Mayberry, representative from the University of Alaska Classified Employees Association Northern Region addressed the Council regarding the issue that union and non-union employees are still staff members and should work together. A request was made for a resolution of support to get the University and UACEA to work together to settle their contract dispute. UACEA is also looking at the changes in the benefits and dispute resolution policy. Union members will be receiving training regarding dispute resolution and staff mediators from the University will be participating in this training. This issue was referred to Staff Affairs.
- E. Laura Bender, Beth Davis, and Pam Sowell were the winners of the door prizes.

VIII The meeting was adjourned at 10:25 a.m.

A tape of this Staff Council meeting are in the Governance Office, 312 Signers¹ Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy McGill, Governance Office.