

Staff Affairs Meeting  
March 21, 2011  
Rasmuson Library

**Present:**

Megan Hoffman,  
Naomi Horne  
Mary Sue Dates  
Dawn Derringer  
Jennifer Elhard  
Maria Russell  
Forrest Kuiper  
Shellie Umpeonour  
Joyce Stephens  
Carol Shafford  
Kayt Sunwood  
Pips Veasey  
Carolyn Simmons

**Absent**

Juella Sparks  
Amy Bristor  
John Clendenin  
Martin Klein  
Nichole Kloepfer  
Robert Mackey III  
Heather Leavengood  
Michael Szidolski

**Approval of Agenda** – Moved and Seconded

**Approval of Staff Affairs Meeting on March 10, 2011**

**Question on minutes from March 10, 2011:** The Juella Sparks suggestion of a system wide taskforce created to challenge the health care ideas that the University Administration creates. Minutes will be amended.

**Minutes of Staff Affairs Meeting on March 10, 2011 approved as amended** – Moved and Seconded

**Item 1)** Decision to meet at 9 a.m. to 10 a.m. bi-weekly, the 1<sup>st</sup> and 3<sup>rd</sup> Thursday of each month was reached. Next two meeting held will be on April 7<sup>th</sup> and April 21<sup>st</sup>.

**Item 2)** Each member of the Staff Affairs Committee will print their copy of minutes and agenda before each meeting.

**Item 3)** Smoker Surcharge for FY13

Discussion

Jennifer Elhard, (Seward) speaks in favor of having the surcharge in place. Smoking causes cancer, cancer causes our health care costs to rise.

Naomi Horne speaks against having the surcharge in place. Do we want to use our health care plan to educate smokers on the dangers of smoking? Do we want the University to say “don’t smoke”? It feels like an invasion of privacy for them to even know if you smoke. I haven’t seen any proof that smoking is a drastic contributor.

Carol Shafford speaks in favor of having the surcharge. One of the things brought up at the last meeting is that it is more dangerous for non-smokers than smokers. I would like to see a smoke free campus. Why should we help pay the extra cost on our insurance for smoking if we don't smoke? Why should the rest of us help support their habit?

Jennifer Elhard speaks in favor of having the surcharge. CDC research shows an average of 3,500.00 dollars in health care costs per employee per year to hold a smoker on their plan. It is a lot of money that we have to pay to have smokers on the plan. Another thing, my brother in law's company does something completely opposite; they give financial incentives to people who do not smoke. It is not a penalty to smokers, but it is a reason to not smoke.

Carol Shafford: Public Fire Services do not hire smokers because they cannot tell if you die, if you have been exposed to smoke in a fire or carcinogens from your cigarettes and your family will not receive the workers compensation that would normally go to the family of a non-smoker.

Naomi Horne: It is a very large discrimination issue to not allow smokers to work at the university...Whether or not we like for people to smoke, to discriminate based on a behavior is reprehensible. Those are private corporations and we are a public university.

Unknown speaker: I'd like to call for the question.

Naomi Horne: Would everyone feel ok with moving forward on this vote?

Naomi Horne: I propose the motion to pass our motion Requesting the University not implement a surcharge relating to smokers for the FY13 healthcare plan. We are only speaking to one year.

7 Ayes

3 Nays

Jennifer Elhard Carol Shafford, Dawn Dearing – phone votes

**Item 4)** Spousal surcharge. We need a volunteer to draft the spousal surcharge motion. This motion would request the University not implement a surcharge relating to spousal insurance for the FY13 Healthcare plan. If your spouse has insurance with another company, and you are also covering them on your university policy, the university is proposing a surcharge of \$50.00 per month to you. They do not want our insurance to be the insurance of choice if your spouse has another option. This is another example of their cost shifting.

Mary Sue Dates volunteers to draw up the spousal surcharge motion.

Carol Shafford: What if both partners work for the university? Will they be penalized?

Maria Russell: She asked Mike Humphrey about this and this is something they were very unclear about. They do not have that level of detail planned out.

Pips Veasey: Is there any other reason for the University to impose a spousal surcharge besides getting more money?

Naomi Horne: The incentive is to have university employee spouses that have insurance available through their own company to use it instead of the university.

Maria Russell spoke of it being a cost shift. There is another surcharge they are looking at for part time employees. They are talking about charging a surcharge for part time employees because part time employees utilize insurance more. The JHCC challenged them and said absolutely do not go forward with that plan for either the spousal surcharge or part time employee surcharge.

Mary Sue Dates pointed out that at the forum Beth Behner said a lot of insurance expenses come from spouses, but she could not provide numbers.

Jennifer Elhard: Since there are so many questions, can the person who is going to draft this motion gather more information and bring it back to the next meeting to discuss. We need statistics. Also the same with the next item on the agenda; our children, why draft a motion or talk about it if we don't know the costs or we don't the statistics.

Maria Russell said to write your questions in google docs and she would get the answers.

Jennifer Elhard said she will draw up a list of questions we need answered. Then we will discuss it some more and draw up the motion.

Naomi Horne said Kris Racina sent an email regarding the health care forum here at UAF. Advocacy committee has the dates set up. They will be Brown Bag Lunch meeting and Beth or Mike will attend.

Jennifer Elhard had to leave the meeting. She wants to vote yes on cash-in leave motion.

Maria Russell on the Staff Emeritus motion; the Motion states you are already addressing it with faculty emeritus, please put it under staff chapter where it will be easy to find.. Naomi will draft that motion.

There was some discussion on the health care taskforce Juella talked about. It was tabled (postponed) until the next meeting

There was also some discussion on the copyright infringement and due to lack of time it was postponed until our next meeting.

Naomi Horne is working on Bullying (Workplace Aggression) policy.

Naomi Horne asked Joyce to take notes for this meeting. She also reminded the members to review the Performance Evaluation and send the things you want changed to Brad. The time to make change is already past. Send recommendations directly to Maria.

Meeting adjourned