

AGENDA
UAF STAFF COUNCIL MEETING #137
Wednesday, 18 September 2002
8:45 a.m. – 10:30 a.m.
Wood Center Carol Brown Ballroom

- 8:45 I Call to Order – Larry Ledlow 25 Min.
- A. Roll Call
 - B. Approval of Minutes to Meeting #136
 - C. Adopt Agenda
 - D. Tonya Trabant Guest Speaker
 - E. President's Report – Larry Ledlow
- 9:10 II Committee Reports 20 Min.
- A. Staff Affairs – G. Hazelton
(Attachment 137/1)
 - B. Elections, Membership & Rules – D. York
(Handout)
 - C. Rural Affairs – H. Simmons
 - D. University Advocacy – S. Comstock
- 9:30 III New Business 15 Min.
- A. Ad Hoc Committee on Staff Council Calendar
 - B. Ad Hoc Committee on Organizational Assessment
 - C. Ad Hoc Committee on Diversity and Tolerance
 - D. Ad Hoc Committee on Reduction In Force
- 9:45 IV Public Comment 5 Min.
- 9:50 V Member's Comments 10 Min.
- 10:00 VI Adjournment

ATTACHMENT 137/1
UAF STAFF COUNCIL #137
18 SEPTEMBER 2002

STAFF AFFAIRS REPORT:

Staff Affairs has no formal actions for committee consideration.

However, Staff Affairs did meet once each month during the summer. The entire committee was made of 12-month folk so we decided to use the time to research & discuss the topic of sick leave balance converting to retirement at termination. Unfortunately, while we discussed the issue a lot, we didn't get very far. As you can imagine, the topic is cumbersome, touches on many other issues & isn't really popular with administration because of the potential costs.

Staff Affairs Minutes

July 30, 2002

10:14 a.m.

I Roll Call

Liam Forbes, Gabrielle Hazelton-chair, Michelle Littell, Cathy Magnusen
Donna Moore, Nici Murawsky

Guest

Mike Humphrey, SWOHR

Excused

Joyce Allen-Luopa, Wanda Fields, Stacey Howeshell, Larry Ledlow

Absent

Tyrone Burkhead, Jean Crews, Dixie Emery, Diane Gray, Sue Sharpton
Jeannette Skrob

II Old Business

a. sick leave conversion to retirement General discussion:

Mike said about 40-50% of previous year's sick leave use is budgeted. Selling sick leave as insurance rather than benefit is a grassroots effort. Employees who have had catastrophic absences and have thoroughly appreciated their large sick leave balances need to share their "insurance" experience with others.

Alternatives to conversion to retirement-PTO feedback from IARC.

Michelle brought health cost information from University of Las Vegas. There are 31,000 plan participants and they are dealing with the same rising costs issues UA is. Committee members were surprised at the costs:

Employee only = \$0

Employee & spouse = \$135-195/mo

Employee & child = \$121-130/mo

Family = \$256-404/mo.

b. Health benefits- Mike Humphrey, SWOHR

1. There are no anticipated major changes to the benefit package, just assessing the costs. Future timeline is:

Late August - decisions are made for the next benefit year.

Mid-Late September clear picture of defined contributions

October employee education before open enrollment

November open enrollment.

2. 2004 benefit year

some things to review/change might be:

-mail in pharmacy

-more education

- opt-out option
- flex plan

- c. Pedestrian foot/bike access around Tanana Loop-Liam will research the Master Plan before this goes further.
- d. On-campus daycare-Gabrielle will research the Master Plan to research the anticipated construction benefits when completed.
- e. Parking issues-same costs as last year with new decal design.

III New Business

- a. Christmas Holiday closure

Comment received by a staff member:

There seems to be a bit of misunderstanding about the closure;

Gabrielle will send the staff member Chancellor Lind's 2001 memo that should clarify the issue.

- b. layoff procedures

Larry sent a memo regarding lay-off procedures, specifically due to the potential AK SAR facility staff reduction. The committee has read the memo and decided that while very interested; there wasn't much to do at this time. Reference Regents' Policy P04.09.060.