

**STAFF AFFAIRS COMMITTEE**

Wednesday, April 1, 2015

10:00am - Murie 330

The Staff Affairs Committee met today and discussed the item as indicated below.

Those attending in person included: Chris Beks, Celena Brown, Susie Carson, Nicole Dufour, Jane Groseclose, Melody Hughes, Jenell Merrifield, Matthew Mund, Dean Ojala, Jennifer Youngberg, and Jeff Baxter.

The bulk of the meeting was spent discussing and making adjustments to the UAF Staff Council Resolution to Oppose Emergency Revisions to the UA System Layoff Recall and Release Policy (final version is attached).

There was a discussion concerning the availability of documents referenced by the President that focus on reductions in Statewide. The links to those documents will be sent to the committee by the Staff Council Office.

There appears to be an issue campus-wide concerning access to Adobe and the limited number of licenses available. Discussion revealed there are plenty of licenses, but many personnel do not understand the difference between Adobe Acrobat and Adobe Reader. Others understand the difference, but are having issues installing the reader on their system. OIT is aware of the issue and (hopefully) will be providing guidance soon.

Meeting dismissed at 10:44am.

Thanks,  
Jeff Baxter  
Chair, Staff Affairs Committee

## **UAF Staff Council Resolution to Oppose Emergency Revisions to the UA System Layoff Recall and Release Policy**

### **BACKGROUND:**

On March 2, 2015, President Gamble signed emergency revisions to the UA System Layoff Policy. The revisions included removing the formal appeal process and replacing it with a less-intensive review process.

The revisions were deemed “emergency” due to an additional change of shortening the notice given to lay off exempt employees. As “emergency” revisions, the changes were not subject to the normal shared governance process.

The response provided as to why the appeal process had been removed was that it was done to eliminate the extensive drain on HR resources in the event an entire department was laid off and each employee in that department chose to file an appeal. The administration was clear that in the near future more instances of entire departments being laid off are probable.

There is no language in the current Layoff Policy to indicate the return of an appeal process if and/or when the fiscal climate stabilizes.

### **RESOLUTION:**

WHEREAS we feel the removal of the formal appeal process does not fit into the purview of an “emergency” action, circumventing the shared governance procedure; and;

WHEREAS we feel the change of appeal procedure represents a clear reduction in employee rights; and;

WHEREAS we feel it insufficient that the review process could require the same supervisor to issue the layoff to also be the supervisor performing the review; and;

WHEREAS we feel that all employees should have access to a fair appeal process, regardless of the financial climate; and;

WHEREAS we feel the policy should, at the very least, return to the formal appeal process if and/or when the fiscal climate stabilizes.

LET IT BE RESOLVED that UAF Staff Council opposes the adopted change from the formal Appeal Process to the new review process in UA System Layoff Policy.

LET IT BE FURTHER RESOLVED that the UAF Staff Council calls on UA Administration and the UA Board of Regents to rescind the recent changes to the appeal process in the policy.