

UAF Staff Council | Staff Affairs Committee

01/15/2016 | 10 a.m. – Rasmuson Library, Room 602

Attendees: Jane Groseclose, Sue Mitchell, Nicole Dufour, Jesse Atencio, Brad Krick, Samara Taber, Stacey Howdeshell, Celena Brown

Current/ongoing business:

Reviewed and discussed regulations for the new layoff review process.

See page 13

REGENTS' POLICY CHAPTER IV - HUMAN RESOURCES Chapter 04.07 - Employee Relations

<http://www.alaska.edu/bor/policy/04-07.pdf>

I. Review of Layoff or Recall Decision

3. The chief human resources officer or designee, or in appropriate cases a substitute, (hereafter referred to as reviewer) may decide the issues raised on the basis of the materials submitted by the employee and the administrator. The reviewer is never obligated to provide for a different procedure, but may elect to do so with respect to some or all of the issues raised, by creating a new procedure, or by adopting or by modifying an existing procedure.

Concerns possibly needing clarification:

- The primary concern is that there is no verbiage that prevents the reviewer from being the same person as initiated the layoff.
- We would like a clearer timeline for the review process. The employee has 10 days from the date notified of layoff to request the review, the reviewer has unlimited days to review, once the review is completed, the reviewer must make a recommendation to the Chancellor in 5 days, the Chancellor has 5 days to make a final decision. The timeline does not delay the effective date of the planned layoff. We discussed changing the verbiage from within 5 working days of the conclusion of the review to within 10 working days of the request for review.
- We would like clarification on "The reviewer is never obligated to provide for a different procedure, but may elect to do so with respect to some or all of the issues raised, by creating a new procedure, or by adopting or by modifying an existing procedure". This sentence seems circular/contradictory to 2.a (e.g. if a laid off employee claims the process wasn't followed, the reviewer can simply change the process rendering the claim invalid).
- Up for discussion: in the case a notified employee was successful in their review case, do they receive the same benefits as a recalled employee, specifically sick leave reinstatement? Since they are not technically recalled, they don't specifically qualify for the recall policies, (page 11) and if their employment lapsed during the review period they may lose their sick leave.

Important Links:

Changes to Regulations R04.07.110 & R04.08.060.G (March 2, 2015):

<http://www.uaf.edu/files/uafgov/staff->

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council/meetings/SC260/Attachment_260_1_UA_Reg_Changes_Layoff_R04-07-110_and_Grievance_R04-08-060-G_SIGNED.pdf

Response from Erik Seastedt, CRHO, to Monique Musick, Staff Affairs Chair Regarding Proposed Changes to R04.07.110 and R04.08.060.G (March 2, 2015):

http://www.uaf.edu/files/uafgov/staff-council/meetings/SC260/Attachment_260_2_Eric_Seastedt_Response_to_Staff_Alliance_March_2_2015_Layoff_Grievance_Changes.pdf

UAF Staff Council Resolution 2015-259-2: Resolution in Support of UA Staff Alliance's Response and Feedback to Proposed Changes to UA Layoff Regulations R04.07.110 and R04.08.060.G (Approved March 2, 2015):

http://www.uaf.edu/files/uafgov/UAF_SC_Resolution_2015_259_2_Support_Staff_Alliance_Response_Prop_Layoff_Regs_Approved_Signed.pdf

Memo from Monique Musick, Staff Alliance Chair, to Erik Seastedt, CHRO regarding proposed changes to R04.07.110 and R04.08.060.G (This document will be linked in the next few days)