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Resolution 2019-300-1
Attachment 300-1

**University of Alaska Fairbanks
Staff Council**

To: Staff Alliance

From: UAF Staff Council

Date: March 12, 2019

**Re: Resolution 2019-300-1: Resolution in Opposition to UAA's FY18-08
Resolution**

UAF Staff Council wishes to recognize the intended benefits of UAA's Resolution FY18-08, seeking to standardize notification periods with regard to nonretention and layoff for exempt and nonexempt employees at UA. Working to protect UA's staff in times of uncertainty can go a long way to helping with morale and staff retention. To these same ends, it is important to emphasize that all staff at UA are valued and necessary; an idea which UAA's resolution clearly highlights. Without UA's staff, it would be impossible for UA to achieve success in its many missions. Further, UAF Staff Council recognizes that having different notice periods for multiple types of employees in different situations can be confusing and frustrating, particularly among staff already suffering from high stress and low morale. These negative interactions, and their repercussions, are often amplified where ending employment is a concern. In view of this, UAA's resolution seeks to change regulation to make notice periods more consistent across the board, however, UAF Staff Council feels that before regulation is changed, there must be additional discussion regarding the proposed changes within Resolution FY18-08.

First, we must take into account the differences between exempt and nonexempt employee tasks. Exempt employee's work is typically project-based, and often occurs over long periods of time. Where possible, these projects need time to be finished before the employee leaves employment, in order to make the transition for both the department and incoming employee easier. Additionally, these jobs are often harder and more time intensive for departments to fill than nonexempt jobs. Nonexempt employee's work is typically comprised of day-to-day functions within an office environment, and often these jobs are easier for departments to fill. While it is recognized that there may be exceptions to these rules, it is for these reasons that the current notice periods are in place for exempt and nonexempt employees. While both types of staff are vital to the success of UA, the differing nature of exempt and nonexempt employee work must be considered. Some positions, such as nonexempt

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support staff, may have drastically different impact to the function of a given department compared to another. This is especially if the position remains unfilled for an extended time.

Many times when an employee is laid off or non-renewed, they are given the choice to use their annual leave, or are placed on administrative leave, for the duration of their employment. This can often be beneficial for the employee, allowing them time to pursue other employment opportunities without the need to continue working in the office from which their employment is to end. During this time wherein an employee is on leave, the department must be able to pay the employee, and further, the department cannot recruit for the position until the employee has vacated it. For this reason, increasing the notice periods for nonexempt staff may have an unintended detrimental effect on departments and the remaining staff within them.

Moving to adopt processes, procedures and regulations which support the idea that all staff are vital to the various missions of UA is an important goal toward which all of us at UA should strive. In so doing however, we must be assured that any and all measures taken to achieve this goal in one area do not, in fact, undermine that same goal in another. At this time, UAF Staff Council feels that, in an environment where workloads are already extremely heavy, making the changes to regulation proposed by Resolution FY18-08 could unfairly burden staff left within a department. Extending time periods wherein workloads would be increased even further until their department is able to recruit will hurt UA's morale, efficiency and its mission achievement. As such, UAF Staff Council does not support UAA Resolution FY18-08 Staff Council Resolution Regarding Nonretention & Layoff Notices for Employees.

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Whereas, UAF Staff Council would have preferred to collaborate with UAA Staff Council on a joint resolution;

Whereas, UAF Staff Council recognizes that both exempt and nonexempt employees serve vital roles to the varied missions of UA, and;

Whereas, the disparity between the notice periods for staff accurately reflects the disparity in types of work performed by different staff members, and;

Whereas, increasing the notice period to three months for nonexempt positions potentially places a department in a position of having no support staff for months at a time, thus increasing the strain on all other staff within the department, and;

Whereas, it is important to consider the implications of changes made to regulations and how these changes will affect all staff at UA;

Therefore be it resolved that, the UAF Staff Council does not support UAA's proposed FY18-08 Staff Council Resolution Regarding Nonretention & Layoff Notices for Employees.

Attachments:

[UAA Resolution FY18-08 Staff Council Resolution Regarding Nonretention & Layoff Notices for Employees](#)

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Mathew Mund, President, UAF Staff Council

March 14, 2019

Date