

MINUTES
 UAF STAFF COUNCIL MEETING #77
 Friday, December 1, 1995
 Wood Center Ballroom

I Marie Scholle called the meeting to order at 8:40 a.m.

MEMBERS PRESENT:

Banks, P.
 Barr, K.
 Bender, L.
 Bergeron, B.
 Cade, J.
 Davis, B.
 Gal, S.
 Fisher, K.
 Heath, M.
 Howdeshell, S.
 Johnson, J. (for P. Leist)
 Leavy, D.
 Matheke, G.
 Oleson, B.
 Pierce, R.
 Powell, D.
 Scholle, M.
 Sowell, P.
 Wilson, Cr.
 Yates, M.
 York, R.

MEMBERS ABSENT:

Barr, J.
 Enochs, K.
 Gramling, D.
 Kiser, R.
 Murphy, L.
 Plowman, C.
 Ritchie, E.
 Taylor, L.
 Thomas, M.
 Wilson, Ci.

OTHERS PRESENT:

Hayes, J.
 Ivey, P.
 Keating, J.
 Mayberry, M.
 McGill, K.
 Watson, D.
 Witt, D.

B. The minutes to Meeting #76 (November 8, 1995) were approved as distributed via e-mail.

C. The agenda was adopted as distributed via e-mail.

I President's Report - M. Scholle

Statewide Coordinator for Job Evaluations - Jim Kessler was hired to fill this position. Statewide employees are currently submitting Job Evaluation Forms (JEF). The deadline is June 30 for Statewide employees. A request will be forwarded to Statewide Human Resources to see when and if UAF employees will have to submit JEFs. Concerns were expressed regarding this position and representatives requested information on this new position, such as a copy of the job description, range, and salary.

Combined Sick and Annual Leave - Statewide Human Resources is currently working on a proposal for combined sick and annual leave. Representatives expressed concern regarding combining the leaves, such as what are the leave accrual rates being looked at, what happens with fund 2 money paid for sick leave, what will happen to current employee leave balances, and what is the time line for combining leave. A request will be forwarded to Statewide Human Resources for this information.

Geographic Differential - A bill will be introduced in the legislature this session. Rural representatives expressed concern. This item will be addressed in the Rural Affairs Committee report.

Juneau Trip - President Scholle meet with staff in Juneau and worked on all staff presenting a active unified front when lobbying the legislature and working on various issues that effect the work environment.

II Guest Speaker - Tom Moyer, Office of the Governor

The State Long Range Financial Planning Commission Report was distributed. There is a 1/2 billion dollar fiscal gap and revenues are declining. Usage of budget reserves cannot continually be used to fill that gap. This plan was developed by a 15 member commission with members from the House, Senate, and Governor. The Governor has endorsed this plan for the following reasons: closes fiscal gap, cuts State budget, protects and enlarges the permanent fund, addresses payment for services (taxes), and an income tax for the future.

IS UNCOMFORTABLE DISCUSSING THE COMPLAINT WITH THE RESPONDENT, HE OR SHE MAY SEEK THE ASSISTANCE OF A MEDIATOR OR HIS OR HER PERSONNEL OFFICE.

EFFECTIVE: Immediately

RATIONALE: The language of this section continues to place a burden on the complainant and would discourage people from filing a complaint. Our society has ignored this problem for so long that there is a natural reluctance to pursue complaints of sexual harassment. Policy should not add to this reluctance. A complainant may feel very uncomfortable confronting the respondent after an alleged incident of sexual harassment. Alternate avenues of redress should be clearly pointed out to them in policy. Furthermore, if a violation of the sexual harassment policy has, in fact, occurred then it should not be resolved informally if this would result in no action being taken against the respondent. If someone has violated the policy then there should be some consequence beyond a simple, †Don,t do that again.†

B. Elections, Membership, & Rules - L. Bender

The following are the results from the even numbered unit elections:

UNIT 2 Representative: Barb Oleson
Alternate: Jenna Apatiki

UNIT 4 Representative: Marty Thomas
Alternate: Ingrid Ownens-Green

UNIT 6 Representative: Shawn Jordan
Alternate: Elaine Bublitz

UNIT 8 Representative: Karen Enochs

UNIT 10 Representative: Linda Ilgenfritz
Representative: Darlette Powell
Representative: Sue Wilken
Alternate: Kathy Gruenig
Alternate: Donna Moore
Alternate: Elizabeth Ritchie

UNIT 12 Representative: Jay Barr

UNIT 14 Representative: JeRome Johnson
Representative: Julene Lowdermilk
Representative: Cheryl Sullivan
Alternate: Linda Harris
Alternate: Gail Morris
Alternate: Gabrielle Scalise

UNIT 16 Representative: Jeff Pederson
Representative: Michelle Thomas

UNIT 18 Representative: Carter Howald
Representative: Pam Sowell

C. Rural Affairs - B. Oleson

A handout was distributed on the affects of the proposed changed in the geographic differential for the rural sites. The proposed changes in geographic differential will not impact faculty since a majority are union. The very people the

dispute resolution and geographic differential. A great deal of discussion revolved around the new position recently added in Statewide Human Resources of a coordinator for the job evaluation process. Jim Kessler was hired. Representatives expressed a great deal of concern regarding the job evaluation process; the new position; the duration of this position; how many positions are above a range 82 in Statewide; how many are executive, APT, and classified. A memorandum with these questions will be forwarded to Statewide Human Resources.

President Scholle and President-Elect Pierce will be attending the December Board of Regents meeting in Anchorage.

I Comments and Questions

VII Announcements

- A. The 1996 Staff Council calendar will be ready for distribution on December 8. Contact your Staff Council representative or the Governance Office.
- B. A handout was distributed from Mary Ann Borchert who is running for a seat on the PERS board. A brief biographical sketch was included also. Representatives were encouraged to exercise their right to vote.
- C. President-Elect Pierce received a response from Vice Chancellor Rice on some of the questions posed regarding the savings from the holiday closure. The University saved between \$75,000-100,000 on non-personnel issues, i.e. reduced utilities and \$175,000 leave-without-pay was taken in FY95. The same level of savings is anticipated in the current year.
- D. Mike Mayberry, representative from the University of Alaska Classified Employees Association Northern Region addressed the Council regarding the issue that union and non-union employees are still staff members and should work together. A request was made for a resolution of support to get the University and UACEA to work together to settle their contract dispute. UACEA is also looking at the changes in the benefits and dispute resolution policy. Union members will be receiving training regarding dispute resolution and staff mediators from the University will be participating in this training. This issue was referred to Staff Affairs.
- E. Laura Bender, Beth Davis, and Pam Sowell were the winners of the door prizes.

VIII The meeting was adjourned at 10:25 a.m.

A tape of this Staff Council meeting are in the Governance Office, 312 Signers, Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy McGill, Governance Office.