

## FOR MORE INFORMATION, CONTACT:

Kathy Mosca  
 Governance Office  
 312 Signers<sup>1</sup> Hall  
 474-7056 FYSTAFF

AGENDA  
 UAF STAFF COUNCIL MEETING #89  
 Tuesday, April 8, 1997  
 8:30 - 10:40 a.m.  
 Wood Center Ballroom

Time	Item	Length of Time
8:30	I Call to Order - R. Pierce	10 Min.
	A. Roll Call	
	B. Adopt Agenda	
	C. Approval of Minutes to Meeting #88	
8:40	II Chancellor's Remarks - J. Wadlow	5 Min.
8:45	III Vice Chancellor for Administrative Services Remarks - M. Rice	5 Min.
8:50	IV President's Report - R. Pierce	5 Min.
8:55	V Governance Reports	
	A. Faculty Senate - D. Lynch	5 Min.
	B. ASUAF - C. Wheeler	5 Min.
9:10	VI Guest Speaker	20 Min.
	A. John Bhend, Organizing Manager, APEA/AFT	
9:30	VII BREAK	5 Min.
9:35	VIII Committee Reports	
	A. Elections, Membership & Rules - L. Bender	5 Min.
	B. Rural Affairs - B. Oleson	5 Min.
	C. Staff Affairs - B. Frey	15 Min.
	1. Paid Time Off (Attachment 89/1)	
	D. Staff Training - D. Powell & E. Ritchie	5 Min.
	E. System Governance Council - P. Long	5 Min.
	F. Task Force on Health Benefits - C. Plowman (Attachment 89/2)	10 Min.
	G. Picnic Committee - S. Jordan	5 Min.
10:25	IX OTHER BUSINESS	
	A. Motion to approve disbanding of the Academic Computer Users Committee (Attachment 89/3) - R. Pierce	5 Min.
10:30	X Comments and Questions	5 Min.
10:35	XI Announcements	
	A. Walk America - C. Plowman (Attachment 89/4)	5 Min.
10:40	XII Adjournment	

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ATTACHMENT 89/1  
 UAF STAFF COUNCIL #89  
 APRIL 8, 1997

## PAID TIME OFF

Most employees have expressed their support for a combined leave proposal. However, employees are quite concerned about aspects of the proposal as it has been presented. Below is a discussion of the



qualifying sick leave events when an employee's PTO balance is 160 hours or less.

Second to the reduction in accrual rates, this has been the next least popular provision of the plan. All employees think that currently accrued sick leave should be maintained. However, the restrictions upon leave which has already been accrued received quite a negative response. Below are some comments sent to me.

"The part I object to strongly is the requirement that if I get sick I would be required to use up almost all of my PTO before I could use up the sick leave which I have taken care to save as a security net over the years. If a long term disability should strike, a person should be allowed to use their SICK LEAVE before they are required to run down their PTO. We earned the sick leave knowing what the rules would be for it's use. Those of us who have not abused sick leave and saved it up for use, if required, should be allowed to use it under the regulations it was earned."

"My problem with converting our sick and annual leave into personal leave is losing the accessibility to our accumulated sick leave. I have over 700 hours of sick leave. These are hours I have saved and not used, whereas many employees use their sick the minute it becomes available. This is penalizing those of us who have saved our sick leave. I have earned this sick leave, so I should be able to use it, if needed, and not have to use my personal leave."

We suggest two options. First, and most preferred, we suggest no restrictions on sick leave which is in this personal sick leave bank. If the university wants the accumulated sick leave, (which it considers a liability) to go away, the easiest way for that to happen is to allow easy access to it. Secondly, the university benefits from those employees who have saved hundreds of hours or more in sick leave, in that when these employees terminate employment with the university, that sick leave is not paid out. The liability simply goes

Annually, employees may cash out up to 80 hours of personal leave if, after the cash out, they will have a balance of more than 160 hours personal leave.

This is another provision which was popular. Under the current system, the only time an employee can cash out leave time is when they are leaving the university. We would support this aspect of the leave policy.

Non-exempt staff will still receive one personal holiday each year in addition to their PTO accrual.

This is part of the policy which currently exists. We support the personal holiday benefit.

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#### ADDITIONAL ACCRUAL INFORMATION

For the sake of comparison to other governmental units, I have collected the following accrual rate information. It does not

The Health Benefits Task Force (HBT) met on March 6, 1997. The next scheduled meeting is April 4, 1997 from 8:30 to 12:00 in room 212A Butrovich.

UA health insurance costs:

1985	7.5 Million
1990	11.4 Million
1996	16.0 Million

Discussed need to communicate and educate employees about insurance coverage to help reduce costs.

Discussed several proposals for changes to policy, including:

\*Increase to deductibles-change from \$100 individual/\$300 family to \$200 individual/\$500 family. This would decrease costs by \$427,000. The HBT thought this would be too much of an increase. Discussed increasing but not this much.

\*Cap dependent care at 4 and charge for additional dependents. No figures as to costs for this item.

spring semester. If you have any comments on the proposed changes, for or against, please let me know through e-mail at fncap@columbia.uafadm.alaska.edu. If you do not have access to a computer you can call me at 474-6193.

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ATTACHMENT 89/3  
UAF STAFF COUNCIL #89  
APRIL 8, 1997  
SUBMITTED BY THE ADMINISTRATIVE COMMITTEE

MOTION  
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The Staff Council moves to approve the disbanding of the Academic Computer Users Committee and let this function be moved to the Provost's Office.

EFFECTIVE: Upon approval of the governing bodies and the Chancellor

RATIONALE: The Academic Computer Users Committee handles academic issues and should fall under the Faculty Senate or the Provost who is the chief academic officer. The Council also feels that it would be more effective if it reported directly to the Provost.

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The Governance Coordinating Committee approved the following at its meeting #34 on February 17, 1997:

MOTION PASSED (unanimous)  
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The UAF Governance Coordinating Committee moves to have the Faculty Senate, Staff Council, and ASUAF approve disbanding the Academic Computer Users Committee and let this function be moved to the Provost's Office.

EFFECTIVE: Upon approval of the governing bodies and the Chancellor

RATIONALE: The Academic Computer Users Committee handles academic issues and should fall under the Faculty Senate or the Provost who is the chief academic officer. The Committee also feels that it would be more effective if it reported directly to the Provost.

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ATTACHMENT 89/4  
UAF STAFF COUNCIL #89  
APRIL 8, 1997

WALK AMERICA - Walk for someone you love!

Saturday, May 3

WalkAmerica will start and finish at Alaskaland

Registration: 10:30 a.m.  
Walk Start: 11:30 a.m.

Raise \$50 in donations and receive a WalkAmerica T-shirt.  
Raise \$150 in donations and receive a WalkAmerica sweatshirt.  
The walker raising the most donations will receive two round-trip tickets to any Alaska Airlines Destination in the US

For more information, contact Cheryl Plowman at fncap@columbia.uafadm.alaska.edu or 474-6193.