

MINUTES  
UAF STAFF COUNCIL MEETING #88  
Wednesday, March 5, 1997  
Wood Center Ballroom



register early to allow for adequate planning. The Provost and Chancellor will be addressing the status of the new college structure and the Palmer experimental station at the March meeting. Regarding United Academics, they are going into their second negotiation session this afternoon.

B. ASUAF - C. Wheeler

No report.

VI Guest Speaker

A. Patty Kastelic, Executive Director Statewide Human Resources - JEF Recap and Health Benefits

Patty Kastelic, Executive Director for Human Resources at Statewide distributed a handout at meeting regarding the proposed paid time off program. Information regarding this program is located at: <http://info.alaska.edu/UA/benefits/leaves/> At this time no decision has been made on leave benefits. In direct compensation runs about 40% above salaries and 85% of the University's budget is in the form of compensation. There have been a number of requests for paid time off. The national average for sick leave usage for university employees is 5 days per year and UAF's average is 12 days for APT and 14 days for classified. Some employees view sick leave as use it or lose it, while other employees only take a day or two. There are also managerial differences in the use of sick leave. Some departments have asked employees to use sick leave to alleviate budget shortfalls, while others require their employees bring a doctor's excuse if they are sick more than three days. Complaints have been received regarding the wide range of managerial styles relating to sick leave. Concerns were expressed regarding the sick leave which would be in the bank after the conversion. Patty Kastelic stated that the leave would remain in the bank, unless used, for the duration of the staff members employment. They would not lose it. The current sick leave bank would have to be addressed because it is in violation of ADA. Concerns were expressed over funding a paid time off leave program. The program being presented is neutral because only 7 days of sick leave is funded instead of 15 days. Representatives expressed concerns regarding the time line for implementation of a paid time off program. They did not feel that it was appropriate to rush into a paid time off program until everyone has ample time to provide input. Patty Kastelic reiterated that the University cannot afford to fund 14 days of sick leave, 18 days of annual leave, and 11 holidays and keep the current staff numbers.

Staff Council has established an ad hoc committee to address a combined leave program and requests input from staff on what they would like in a paid time off program. Beverly Frey from Geophysical Institute is chairing the ad hoc committee and you can forward your comments to her at [beverly@gi.alaska.edu](mailto:beverly@gi.alaska.edu).

A summary was distributed outlining the results of the JEF project. UAF had 587 positions that had no change to their grade, 288 that went up 1 grade, 56 that went up 2 grades, 13 that went up 3 grades, 5 that went up 4 grades, and 1 that went up 5 grades. There were 43 positions that went down 1 grade, and 2 that went down two grades. On March 30, employees will move up to Step A of their new grade if they are below Step A. No employee will receive a decrease in pay. The appeal deadline has been extended to March 14.

A salary survey will be conducted this year and representatives requested information on this project. Patty Kastelic stated that she would provide this information.

VII The Council took a five minute break.

VIII Committee Reports

A. Elections, Membership & Rules - L. Bender

Nominations opened at the meeting for the position of President-Elect. The President-Elect will be elected from the staff at large by the representatives at the May 7 meeting. If you are interested in serving as President-

E. System Governance Council - M. Scholle

Staff Alliance and System Governance are addressing the paid time off proposal. Marie Scholle made copies of the current Alaska Administrative Code and the state statutes regarding leave and this information is available for review in the Governance Office. The state statutes are available on the Internet at: [www.legis.state.ak.us](http://www.legis.state.ak.us) The Staff Council Administrative Committee meet Monday to address ways to improve communication. Recommendations included getting more information out via e-mail since the time frame from when Staff Council meets and the Staff Alliance meet does not lend itself to sharing information on a timely basis. Thus, e-mail will be used more frequently. Also, Ron Pierce, Paula Long, and Marie Scholle will be meeting prior to the Staff Alliance and System Governance meetings to address the concerns that Staff Council has to forward to these governing bodies. Both Staff Alliance and System Governance Council agendas and minutes are available on the web and can be accessed through the Governance Office web page. The Governance Office also distributes this information via e-mail. If you are not receiving the agendas and minutes, contact the Governance Office at [fystaff@aurora.alaska.edu](mailto:fystaff@aurora.alaska.edu).

At the February Board of Regents meeting, the System Governance group met with a number of legislators.

There is a misconception regarding the University with the legislature that needs to get turned around. A77( met)-46( with)-62( a)-15( number)-15(with)-61( )TJ T\* [( the)-4  
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Tapes of this Staff Council meeting are in the Governance Office, 312 Signers<sup>1</sup> Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy Mosca, Staff Council Secretary.