

President's Report September 2010

Chancellor's Convocation

Staff Council was asked for input as to topics for discussion at the Chancellor's convocation, I would like to thank everyone who fill out the google survey.

If you missed convocation you can find a recorded copy at the following link:

<http://www.alaska.edu/oit/cts/streaming/archive/2010/chancellor/convocation2010.html>

If you would like to provide feedback on how you felt convocation went follow this link:

http://www.surveymonkey.com/s/Fall_Convocation_2010_survey

Administrative Review

*The administrative review is a result of the executive leadership workshop.

**This is the administrative review that Chancellor Rogers referred to in his convocation.

***VCAS Pat Pitney is a guest at our September meeting, at this time she will discuss the administrative review process.

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-Staff Alliance and UAF Staff Council have worked this summer with OIT to have the NetReg system purged and to have the threatening language of the notice revised.

New President

President Gamble started in June. UAF Governance groups had an opportunity to meet with President Gamble over the summer and discuss current concerns and issues. For staff he mentioned that his door is always open.

Fisher Review

The Rasmuson Foundation provided funding for the University to engage a review of the UA system. This team will ev0 Tdunrge1(en)-1(i)1(h)-6(i)-7(r)-1(r)-2(o)-4(v)



staff become unionized. Employee compensation mechanisms, whether used for merit, retention or excellent performance, directly affect wages and would be subject to negotiation.

5. **How would union organization affect pay raises going forward? Would annual step increases be reinstated? Would all future pay raises (including in grade movement and reclassifications) have to be negotiated through the union? Will this remove the incentive to be a star employee if everyone gets a yearly, negotiated raise regardless?**

ASEA Response:

UA Staff will decide what negotiating proposals they wish to make with respect to wages. How the university provides or does not provide step increases will no longer be a unilateral decision of management.

Having a union at work means that we will get the opportunity to negotiate over our pay raises and have a voice in our future raises.



Excerpts of layoff provisions are provided below, from the CBAs between the University and Local 6070, as well as from the CBA between the State of Alaska and the General Government Unit represented by ASEA.

CBA between UA and Local 6070: “Layoffs will occur in the following order: 1. Temporary employees in that pool, 2. Probationary Bargaining Unit Members in that pool, 3. Bargaining Unit Members in that position and pool determined by seniority. The least senior Bargaining Unit Member in the seniority pool shall be the first laid off.”

CBA between the State of Alaska and GGU: “No permanent or probationary employee in the bargaining unit shall be laid off while there are emergency, nonpermanent or provisional personnel serving in the same agency and location in the same job class or other job classes performing work to which the permanent or probationary employee could reasonably be assigned consistent with the needs of the agency” (12.01 B). “Layoff seniority shall be computed based upon the employee’s length of probationary/permanent time in the classified service” (12.03 B).

For non-represented employees of the university, the layoff provisions in University Regulations apply. These may be read in full by reviewing University Regulation 04.07.110, at <http://www.alaska.edu/bor/policy-regulations/>.

UA Regulation governing layoffs: “The selection of the individual employees to be laid off will take into consideration the following factors in comparison to other affected employees in the unit: a. employee length of service; b. employee ability to do the work remaining in the unit affected by the layoff; c. employee status as temporary, probationary or regular, with preference being given to the regular over the others, and preference being given to probationary over temporary; d. employee past performance; e. source and specific nature of funding; and f. affirmative action goals and objectives. The final determination of the order for layoff will be made jointly by the administrative unit or department head and the appropriate human resources officer, subject to review by the chancellor or president of the university, as appropriate.”

This regulation provides the ability for the University to take quality of performance into account, as well as other specific criteria,



9. If I'm a supervisor, will I be included in the union? What if I'm designated as a lead rather than a supervisor? If I'm not sure if I'll be included, how do I find out for sure?

ASEA Response:

No. If you are a supervisor you will not be included in the ASEA University Bargaining Unit. Alaska State Law on the subject precludes supervisors from being in the same unit as employees they supervise.

Under the Alaska Public Employees Relations Act AAC 97.990(a)(5) states that a

“supervisory employee means an individual, regardless of job description or title, who has authority to act or to effectively recommend action in the interest of the public employer in any one of the following supervisory functions, if the exercise of that authority is not merely routine but requires the exercise of independent judgment:

- A) employing, including hiring, transferring, laying off, or recalling;
- B) discipline, including suspending, discharging, demoting, or issuing written warnings; or
- C) grievance adjudication, including responding to first level grievance under a collective bargaining agreement.”

Under law, the University has the right to assign supervisory duties to an employee. The University has created a preliminary list of supervisors for the union election. We will know the University's official position when it gives the final list of employees to the Alaska Labor Relations Agency. Individuals who have been classified as a supervisor by the University, but do not actually perform supervisory responsibility may contact ASEA for UA to file a challenge to the University's supervisory designation.

SW HR Response:



11. Would being unionized affect the way recruitment for staff is currently handled? Would all current staff that become part of the union need revised appointment letters?

ASEA Response:

Being unionized should not affect the way recruitment is currently handled and no employee should need a revised appointment letter to continue working.

SW HR Response:

Collective bargaining agreements normally have “management’s rights” provisions that reserve to the employer the ability to recruit, determine qualifications and select new hires. However, some CBAs have provisions that restrict management’s discretion in these matters, so a definite answer cannot be given at this time.

If UA staff vote in favor of union representation, new appointment letters will be created for positions in the bargaining unit. It is