

MINUTES

UAE STAFF COUNCIL #256

Wednesday, December 10, 2014

8:45 – 11:00 AM

Wood Center – Carol Brown Ballroom

I. CALL TO ORDER & ROLL CALL

A. Call to Order

- The meeting was called to order by Jeff Baxter, Staff Affairs Committee Chair, at 8:46 a.m.

B. ROLL CALL

Present:

Jesse Atencio  
 David Bantz (Proxy for R. Machida)  
 Nate Bauer  
 Jeff Baxter  
 Kim Eames (phone)  
 Faye Gallant  
 Jane Groszclose  
 Brad Krick  
 Jessica MacCallum  
 Lawrence Murakami (phone)  
 Erika Desrochers (absent)

Present (cont.)

Susan Sanborn  
 Janine Smith  
 Jarkko Toivanen

Jami Warrick (phone)  
 Trish Winners

Excused:

Richard Machida (Proxy D. Bantz)

Absent:

Jeannette Altman  
 Celena Brown

Present:

Jessica Desrochers  
 Jan Kristenson  
 Tom Langdon

Others Present:

Erika Van Elsin, IIA Director of Benefits (phone)  
 Way Campaign  
 Cody Rogers, UAF United Way Campaign  
 Dean Ojala, Jr.  
 Nicole DeFries, Staff Council Scty.

- Quorum was met.

C. Approval of Agenda for Staff Council Meeting #256

- The agenda was approved as presented

II. GUEST SPEAKER

A. Erika Van Elsin, IIA Director of Benefits (via teleconference)

- Attachment 256-14: What does it mean to me?
- Attachment 256-15: UA Healthyroads Introduction 2014-2015
- Attachment 256-16: UA Wellness Program (Healthyroads) Phase 2 Q&A

- Erika was present to touch base with staff, to review some of the things her office has been



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point you must complete the

and running...  
- The Health and Insurance Department is currently working with the HR department on this.

still in processing. It is being mailed to employee's HR addresses.

**Student Tracking**

- Tracking student employees has been under discussion by all the HR offices and with systems. Every student except work study students have to have their hours tracked.
- We are using what is called a six-month measuring period when tracking hours. As a transition, the first time, we will use [redacted] This initial three month measuring period will start with the pay period beginning Jan. 25. The hours of [redacted] will be tracked. If they are currently not in a benefit eligible position and they are deemed over this three month period to have worked 30 or more hours on average a week, then we will offer them health coverage starting July 1. This does not mean that they have to be covered. It means that we will offer them coverage similar to an open enrollment type of offer.
- If a student works twenty hours a week during the academic year and then forty hours a week between semesters and summers, their average over time will still likely be under thirty hours a week. U student works excessive hours, they will probably not exceed the thirty hours per week average.
- Statewide Benefits is not limiting students to twenty nine hours per week in the summer, but individual departments are free to do so, if they choose. Statewide Benefits cannot control what happens at the working thirty or more health coverage.

especially when it comes to graduate students, who are basically paid on a stipend, and adjuncts, especially noncredit adjuncts or anyone who gets a non-credit assignment for a set amount of dollars paid on a pay period basis. We do have something setup in Banner to track this and we have distributed information to the PPAs and cost center clerks to ask them to come up

by [redacted] This is the [redacted] which we will be tracking the hours.

- The [redacted] with this, the 90% target may be a bit high. Our goal is to identify and offer coverage to at least 70% of our full-time employees. This will be a transition year and it will be interesting to see how this will work out.
- The Affordable Care Act (ACA) is a very contentious issue in Congress. Now that the republicans have control of the senate and the house, it will be interesting to see [redacted] law. One of the things that may be targeted is the definition of a full-time employee from 30 hours to 40 hours. At this point this is just being discussed, nothing has been changed yet.

competitors to do a lot of things, but the [redacted] this better. Democrats in both houses are also interested in offering some changes to improve the law. This

employees coverage and their coverage starts Jan. 1.

- For us it is a plan year, which starts Jul. 1. This gives us a few months to see how this is working out for other institutions. We do have to start reporting on this in early [redacted] e will just be reporting for six months.

**Mailing Address – HR Address**

- Make sure that you verify your 'HR Address' in UAOnline. [redacted] is the address that is used for benefits, payroll, and health plan information. You can update your mailing [redacted], but this











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**XII. INTERNAL COMMITTEE REPORTS (cont.)**

**B. Membership and Rules - Trish Winners, Chair**

- i. Attachment 256-8: December Committee Report

**C. Rural Affairs - [REDACTED]**

- Yesterday's committee meeting was cancelled.

**D. [REDACTED] - Jeff Baxter, Chair**

- i. Attachment 256-6: December Committee Report

**E. [REDACTED] - Nate Bauer, Chair**

- i. Attachment 256-9: Staff Council Mentoring Interest Survey

- The committee will hold its next meeting tomorrow.
- Advocacy is interested in rolling out a survey to gather feedback from council, which will be discussed at today's committee meeting.

**XIII. EXTERNAL STATEWIDE COMMITTEE REPORTS**

**A. Staff Alliance- Staff Health Care Committee – Lesli Walls, Rep; David Bantz (Alt); Kim [REDACTED]**

- SHCC meets next Wed.

**B. Staff Alliance Compensation Working Group – [REDACTED] Chair, Paul Keith, [REDACTED] Smith**

- The committee will meet again after the holiday break. They are still in the information gathering stage.
- [REDACTED] speaker at their next meeting.

**C. UA Statewide Furlough Task Force – Chris Beks and Trish Winners**

- i. Has not met
- They will likely waiting for the Board







**University of Alaska Fairbanks**

**Staff Council**

***Resolution 2014-256-1 - Draft***

**Resolution Requesting a UAF Staff Volunteer Day**

**WHEREAS,**

Meeting Number	Date	Meeting Type
257	Monday, January 05, 2015	Audio Conference
258	Monday, February 02, 2015	Audio Conference
259	Monday, March 02, 2015	Audio Conference
260	Monday, April 06, 2015	Audio Conference
261	Monday, May 04, 2015	Audio Conference
262	Monday, June 01, 2015	Audio Conference
263	Monday, August 03, 2015	Audio Conference
264	Monday, September 14, 2015	Audio Conference
265	Monday, October 12, 2015	Audio Conference
266	Monday, November 09, 2015	Audio Conference
267	Monday, December 07, 2015	Audio Conference



Fresh Air Campus Challenge (FACC) Committee

The university is committed to providing a safe and healthy environment for its students, employees, and visitors, by prohibiting tobacco use and smoking, including the use of electronic cigarettes and similar products, within its campuses and facilities. Implementation of this policy may be established in university regulation.  
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Draft university regulations to show intent are attached.

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be the same as the draft regs previously shared with Staff Council.

<http://www.boarddocs.com/ak/alaska/Board.nsf/Public>

STAFF AFFAIRS COMMITTEE  
Summary of meeting on 12/3/2014

Attendance:

Jane Gloseclose      Kim Ames (phone)      Nicole Dufour (phone)      Jeff Baxter

Discussion items:

1. From the previous meeting, some staff have complained that their supervisor is not providing the required evaluation each year. Current regulation states that if the supervisor GRHV QRW SURYLGH WKH HYDOXDWLRQ WKHUH VKRXOG EHDQR Also, the staff member is ineligible for any potential step increase due to the missing evaluation.

Jeff will follow-up with an email to Brad Lobland to see if this issue can be brought to light in order to increase awareness of the requirement.

2. Many staff are a bit uneasy due to the current program reviews that came about as a result of projected budget shortfalls. Not knowing if the program they are working on will PDNH WKH FXW RU QRW LV FDXVLQJ WKH XQHDVLQHVV 6WDII progress of the program reviews and hopefully keep staff informed about progress.

The next Staff Council meeting is December 10, 2014 in the Wood Center Ballroom; the next Staff Affairs meeting will be January 7, 2015 in Murie 330.

Jeff Baxter  
Chair, Staff Affairs Committee







## University of Alaska Fairbanks

### Staff Council

## Proposal for UAF Staff Volunteer Day

11/17/2014

[REDACTED] donated by the staff member, combined with four hours of additional "Volunteer Leave" newly offered by the University.

These volunteer efforts should be concentrated as full workdays by all staff willing to also take place during one of two [REDACTED]

. These features

activity, with Staff Council looking forward to collaborating on these efforts with University [REDACTED]

Therefore, UAF Staff Council proposes, in conjunction with UAF administration, the founding of an Annual Staff Volunteer Day, incorporating the organization, facilitation, and promotion of volunteerism by staff on an extensive level, during designated times of year when these efforts are most needed.

## 8 E 6 Ω Δ I I E O O Λ Δ Θ Φ Η 3 Y P Σ P ζ Η Γ University of Alaska Core Values

The University of Alaska is committed to maintaining the highest ethical standards D Q G W R X S K R O G L Q J W K H S X E O L F · V F R Q I L G H Q F H L Q W K H ) affects not only our own individual reputation, but also that of the University of Alaska. It is essential to promote an environment that allows everyone who is a part of the university community to do their best work, be respected and have as positive an experience as possible. These expectations are in alignment with the university's goal to continually improve, maintain its status as a world-class research university and to be an employer of choice in Alaska. Accordingly, these University of Alaska Core Values form the ethical principles that guide members of the university community in all decisions and activities. These principles are:

**Integrity:** Individually and as a community we act and communicate truthfully and responsibly. We avoid activities and actions that perpetuate personal conflicts, self-dealing or portray the appearance of impropriety. We accept accountability for our conduct while fostering the responsible actions of others.

**Respect:** We cultivate a multicultural climate where we treat each other with fairness and dignity even in the face of disagreement. We are accepting and tolerant of differences on campus communities that are supportive, safe and welcoming of diverse ideas, beliefs and cultures.

**Service:** We contribute to the advancement of the state by providing excellent service to and collaboration with students, alumni, business and industry partners, government bodies, accrediting agencies and the communities and stakeholders the university serves.

**Innovation:** We strive to produce the highest quality outcomes in all endeavors as we seek knowledge, discovery, creative achievement and continuing intellectual development.





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November 18, 2014



The number of biweekly (per pay period) work hours provided from either the contract letter or job assignment form will be recorded in the Banner Job Assignment form, NBAJOBS, and used to determine whether the employee must be offered UA Health Care coverage at the conclusion of the measurement period.

Any employee hired after July 1, 2015, is expected to work a minimum of 30 hours every week of their assignment and must be offered health care coverage immediately. All students hired in a Resident Assistant assignment should be offered health care coverage at the start of their assignment by nature of their "on-call" duties. New hires and Resident Assistants who meet the 30-hour minimum will still be subject to the 30-day wait period from their date of hire, before their health care coverage can begin.

The only exceptions to the 30-hour rule are for truly seasonal employees who are hired fulltime for a period not to exceed six (6) months at the same time every year, and students employed in work study jobs. Examples of a seasonal employee are summer laborers and groundskeepers who only work the summer season. These employees do not need to be offered health coverage because they are truly seasonal employees.

For questions related to ACA hours calculations, please refer to your campus Human Resources office; contact information for each office is available at <http://www.alaska.edu/hr/contact-us/>.



Δεαρ ΥΑ Χηοιγε Ηεαλτη Πλαν Παρτιχιπαντ:

A healthy organization cannot exist without healthy employees. The everyday choices we make can help us live happier and more fulfilling lives—both at work and at home. That’s why the University of Alaska continues to team up with Healthyroads to offer a comprehensive wellness program.

Τηε γοαλσ οφ τηισ προγραμ αρε το:

1. Continue to provide you with information about your current health status.
2. Help you set realistic health improvement or lifestyle goals.
3. Give you health management tools and resources to help you reach your goals.
4. Lower health care costs—An effective wellness program can make a difference in n <63 521ei .inJ EMC ET /23ment or













We want you to have the tools you need to change or continue your path to better health. If your biometric numbers aren't where you want them to be, the Healthyroads Coaching program can help you decrease your risks or manage a health condition. Employees and spouses/FIPs are eligible to participate in the Healthyroads Coaching program at no cost!

Whether your goal is to manage your weight, quit smoking, exercise more, or stress less, Healthyroads Coaching programs give you the motivation and information you need to change your everyday habits and reduce the risks of serious health conditions that can result from obesity, smoking, and other unhealthy behaviors.

Healthyroads Coaching is offered by health coaches who are experienced and able to provide the education, motivation, and support for your unique personal health goals.

Visit the Healthyroads site to enroll today! Or, contact customer service to get connected with a Healthyroads Coach.®

Παρτιχιπατιον ιν α χοαχηινγ προγραμ ισ χομπλετελν πολυνταρψ, but it's a convenient way to earn credits toward your incentive. YOU choose the Healthyroads Coaching program that best suits your needs. When you participate in the coaching program and complete a progress review session with a coach, you can choose one of 8 Milestone Kits, which feature exercise, weight management, or stress management products that can help you reach your health goals.

#### ΧΟΑΧΗΙΝΓ ΗΟΥΡΣ:

Monday – Friday 5 a.m. – 6 p.m. (Alaska)

Saturday 6 a.m. – 2:30 p.m. (Alaska)



Aquatic Exercise Kit

Exercise Kit

Pilates Kit

Stress Management Kit



Tai Chi Kit

Walking Kit

Weight Kit

Yoga Kit









