

UAS Staff Council November Meeting
Wednesday November 4, 2020, 9–10:30 a.m.
[Zoom link](#)

- I. Call to order and roll call 9:01am
 - A. Eric Lingle, President 20-22
 - B. Mae Delcastillo, Vice President 20-21
 - C. Colin Osterhout, Secretary 20-22
 - D. Denise Carl, Member-At-Large Juneau 19-21
 - E. Gwenna Richardson, Member-At-Large Ketchikan 19-20
 - F. Kimberly Davis, Member-At-Large Sitka 19-20
 - G. David Felts, Past President
 - H. Members of the public:
 1. Amy Bannerman
 2. Kimberly Matsuura
 3. Kiwana Affatato
 4. Suzi Vollmer
 5. Katie Sill
 6. Trish Lee
 7. Kristen Handley
 8. John Ingman
 9. Laurie W.
 10. Emy Roles
 11. Clare Ligsay
 12. Jonathan Lasinski
- II. Adopt agenda (2 minutes):
 1. Amend the agenda to include Staff Alliance Proxy
 - B. Motion: Kim Davis
 - C. Second: Denise Carl
- III. Approve [minutes of October Meeting](#) (2-3 minutes)
 - A. Motion: Mae Delcastillo
 - B. Second: Gwenna Richardson
- IV. Guests and Public Comments (10-12 minutes) (:06)
 - A.
- V. Staff Alliance Proxy
 - A. For Staff Alliance, there's voting by proxy. Would anyone be interested in being a proxy if either the president or vice-president was unable to attend?
 - B. It's important to have two votes at each meeting should something come up for a vote (but only 1 is required for quorum)
 - C. Meeting dates are variable.
 - D. Gwenna expressed interest
 - E. Clarification: it can be anyone, at any meeting, just wanted to have someone ready just-in-case

- F. Dave Felts also interested
- V. [Resolution to support UAF Staff Council Resolution 2020-318-1](#): Resolution to temporarily expand Annual Leave cash in options due to COVID. (:11)
 - A. On October 13, UAF SC passed resolution asking HR to amend annual cash-in leave policy.
 - B. This was done in order to allow personnel who were in danger of not being able to roll over accrued leave year to year or would like to cash in more than the maximum allowed
 - C. Employees are unable to take annual leave predominantly due to COVID and staff related issues
 - D. This resolution addresses that
 - E. This could help out staff who are stuck in a bind
 - F. [UAS SC wrote a resolution in support of this letter](#)
 - G. Discussion
 - 1. Mae/Gwenna [listen to :17]
 - 2. Add in a specific note that rather than not just amending the annual leave policy to allow folks who've already taken advantage of the program to cash in again
 - 3. Gwenna wonders if it's time to get specific on the number of hours
 - a) The idea of the compensation committee
 - 4. Colin — concerned that the sick leave and annual leave don't have the same value and aren't fungible
 - a) Gwenna: everything's optional, but whether or not it's viable is another thing. In the past there was talk of making it one large pool, by taking sick leave and cutting in half. Currently these are different leave banks.
 - b) Eric: if this is a temporary way to allow folks, that'd be an option
 - c) Mae: this is different for each department. At least meeting for HR, Steve Patin was in full support of UAF's meeting. Anything that doesn't require BOR approval.
 - 5. Colin — Can such a change be performed under existing BOR regulations?
 - a) Gwenna: similar to how it was a few years ago with exempt/non-exempt employees receiving a personal day off
 - b) Mae: back then President Johnsen had the latitude to approve the request from SA
 - 6. Denise: is it in our best interest to leave it vague (number of hours for leave cash-in, etc.)
 - a) Gwenna: Sure! [Explains process of how the motion travels through the SA, the HR, CHRO before coming to the table to talk specifics]
 - 7. Denise: can you cash in all your leave?
 - a) Gwenna: sure if you're terminating

- b) We will be going back to normal eventually
 - H. Motion: Gwenna Richardson moves to “Support the UAF resolution as it is written”
 - I. Second: Colin Osterhout
 - J. In favor:
 - 1. Gwenna
 - 2. Denise Carl
 - 3. Colin Osterhout
 - 4. Mae Delcastillo
 - 5. Kim Davis
 - K. Decline
 - 1. [none]
 - L. Eric to forward motion to Staff Alliance
- VI. Advocacy updates
 - A. Townhall
 - 1. Survey sent out in September re: Townhall
 - 2. Based on results, SC requested periodic town hall meetings (every month or two)
 - 3. Primary topics: budget & COVID
 - 4. Budget
 - a) Not great!
 - b) Eric’s take: leadership is being transparent in the process
 - 5. COVID
 - a) “Phases” vs. adaptive response
 - b) Early in the pandemic, we were very structured (phases)
 - c) On our Google site, we are still communicating with phases, and our levels of community transmission are greater than the stated regional guidelines (DHSS)
 - d) Michael’s response is that this doesn’t allow us to be nimble, and that we’re not using
 - e) The process is more nuanced, based on individual process
 - f) Eric is in favor of the adaptive response vs. Phased response
 - g) Colin — is not in favor of the adaptive response
 - (1) Why go through the exercise of developing phases and plans to then not use them as case counts rise in Juneau?
 - (2) Concerned we’re all fatigued and not approaching this systemically
 - h) Denise: Understands Colin’s point but understands what Ciri is driving at. The survey indicated that people want good communication and the current process seems hidden. Perhaps this can be a topic for the next town hall. When the SOA indicated additional travel restrictions, there was a lot of discussion about

how UAS would fit into this. What sorts of communication will there be when there's folks who are positive.

- i) Colin [:40] — this ad-hoc process doesn't convey confidence
- j) Denise advises folks to email her directly

B. UAS Admin Review

1. Initial Steps — Gwenna and Dave are on the committee to go over the top administrative positions for review.
2. Gwenna — Karen Carey came up with a process. Committee met a week and a half ago. Recommended changes, put forth to Karen, who will either agree or disagree. This process isn't a short thing, it could take 6 months before anything will happen.

C. SW Admin Review

1. Haven't met yet
2. Mae: on Friday's SA meeting, Mae shared the names for committee (4 staff reps, one from each MAU).

D. SW Compensation Committee

1. Results from UAS Poll — help brainstorm ways to address compensation issues. Market-based compensation action is stuck in the sand, so we're looking for new ideas
 - a) An additional holiday has a lot of traction here. Veteran's day was mentioned specifically twice, as well as making winter break paid time off.
 - b) Closely tied with holiday ideas responses concerning additional leave. Increasing the rate of accrual, providing flexibility to shift sick into personal leave (if this is not feasible, as it doesn't sound like it is, perhaps we should address at the meeting). One respondent supplied a lot of answers, one of which was for paid sabbaticals similar to Faculty.
 - c) Pro deals (at local or online retailers) or other perks that employees could receive as a benefit of their employment
 - d) Cost of living adjustments depending on residence
 - e) Peer recognition programs
2. By definition, there seem to be a few categories the UA can provide
 - a) money — in short supply
 - b) recognition — providing a small sum for additional recognition awards
 - c) time-off — this seems like it may be the easiest for the university to offer
3. Gwenna: there's a couple of people on the Statewide Compensation committee. No idea's too small! They'll be taking these ideas to the SW committee. In the past [past] President Johnsen has acted on at least one suggestion.

4. Kiwana: The State uses cost of living differentials for its employees. Anchorage is at a 0, so those people earn the "base" salary, whereas Juneau employees are at a 5. They earn 5% more than the people in Anchorage doing the same work due to the cost of living in Juneau. Rural places can go as high as 30, and on and on...
5. Annual Leave vs. Sick Leave
 - a) Initially Eric was a fan of combining these pools together. However, the Sick Leave pool is similar to a pooled insurance scheme, operating under the assumption that people won't pull them all at the same time (run on the bank situation)
 - b) If we were to convert them together, staff would take a haircut on their sick leave hours. Overall while some may come ahead, the concern is that most will not.
 - c) Mae: During this time, Mae feels that during this time, we should try to direct supervisors to use their sick leave for mental self-care, and does not prefer rolling into one bank of leave. The perception is that sick leave is just for physical sickness and medical appointments and that this perception needs to change
 - d) Gwenna: then supervisors come back with "well that's what personal time off is for" but agrees that supervisors should be more lenient. Sick is for any kind of appointment, dental, vision, hearing, sickness, but feels that it should also be allowed for taking a mental break.
 - e) Denise: sick leave is defined in BOR policy. We're not following BOR policy obviously with regard to telework, so there is precedence here, but each supervisor will be different.
 - f) Colin: wonders if it has something to do with long lead times to actually take annual leave
 - g) Gwenna: most aren't going to tell employees "no!" for a couple of days off. Doctor's note isn't required until after 10 days. Worries about guilt factor about calling in sick when working from home.
 - h) Eric: in support of allowing employees to use sick leave for overall health. Will bring this concern to the chancellor.

VII. Opens Topics

- A. Mae: Recent memo re: COVID leave and how it won't be replenished
 1. Gwenna: Federally designated funds. Extending deadline to use the hours to June.
 2. Mae: Michael was going to talk to Steve Patin about this re: school children schooling, or folks who contract COVID. It is Federal funding, and without additional appropriation there's no new funds.
 3. Gwenna: new relief may be on the horizon, depending on the election
 4. Jonathan: the pot of money from the federal government act covered it up through FY20, and we'll be submitting a request for July–December 31 to

cover. Come January 1st, the pots of money are gone, so a lot depends on the election and the aftermath (keep in mind the lame duck session). Let's extend it, let's replenish the pot, as it doesn't matter since we're not getting funding after January 1st.

5. Gwenna: Sick leave will carry forward.
 - a) Jonathan: But if you used it your out of luck
 - b) Gwenna: leave can be donated however in an emergency
 - c) Jonathan: There might be federal issues that wouldn't allow that (there are specific cases that are documented)

B. Mae, FYI: Town hall with President Pitney — November 11th (Veteran's Day)

VIII. Adjourn

A. Motion: Gwenna

B. Second: Colin

IX. Parking Lot