

# March 2011 President's Report

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## Health Care

### Dependent Audit:

Deadline extended until March 31<sup>st</sup> 2011.

### Open Enrollment:

Open enrollment is April 15<sup>th</sup> to May 16<sup>th</sup>. Every will have to participate in open enrollment as there are significant changes to the plan, in both design and name. The rates payroll contributed tier schedule will remain the same.

### The Tobacco Surcharge:

The UA administration is in agreement with the recommendation of the Joint Health Care Committee to encourage employees who use tobacco to consider tobacco cessation programs over the course of the next year, before a different charge begins in FY13. Tobacco cessation programs will be identified for employees' participation, and there will be no cost to employees for these programs.

### FY12 Plan Questions:

UAF will host a Healthcare open forum, more information will come out of the Staff Council Advocacy Committee.

### For plan questions please refer to the following FAQ:

<http://www.alaska.edu/files/benefits/FY12HealthCareFAQ0309.pdf>

### Staff Alliance Compensation Working Group:

This group will start meeting at the end of March. If you are interested in joining please contact Maria Russell.

### Staff Alliance Retreat:

The Staff Alliance had their annual Spring Retreat in Juneau at the beginning of this month, this included meeting with legislators and extended business meetings. During this meeting three motions were passed (Staff Emeritus, Cash In Leave, JHCC Membership). Please see attached copies.

### Layoff Statistics:

Layoff and nonretention statistics by fiscal year prepared by statewide are attached. Pull back and UAF Layoff statistics completed by UAF HR are also attached.

### Construction Updates (Life Science):

For construction updates to include project overview and plans, current construction information, and West Ridge parking information please visit the following link: <http://www.alaska.edu/files/benefits/FY12HealthCareFAQ0309.pdf>

Layoff Statistics from 7/1/10-12/15/10; prepared 2/22/11

Total Layoffs:	67	
ARSC	40	(Loss of DOD funding)
Facilities	13	(Custodial Outsourcing)
Bookstore	6	(Follett Outsourcing)
Various	8	(SNRAS funding issues, budget pullbacks)

Contract Reductions in Lieu of Layoff: 22 (SNRAS-Contracts reduced to 11 months)

Layoff Rehires back to UA system from 7/1/10-12/15/10:

19

Layoff Rehires by vendors (outsourcing Custodial and Bookstore):

10

Additional Breakdown of ARSC data, including all employee actions.

A total of 60 employees were affected by the ARSC downsize.

- x 3 Executives; 2 were at-will terminated; 1 will return to a faculty position (as a result of tenure status) at the end of May 2011.
- x 5 Represented Faculty members; 3 were non-renewed; 2 were continued on term

## SA Motion #20113

MOTION relating to Staff Emeritus

“The Staff Alliance moves to request that language in regards Staff Emeritus R04.04.070 be duplicated in an stand alone area appropriate for staff This action is effective March 8, 2011.”

Rationale for Motion:

Under faculty chapter of BOR policy/regulations R04.04.070 B. states “In exceptional circumstances, the chancellor, or in the case of statewide administration employees, the



## SA Motion #20114

MOTION relating to Cash In Leave

"The Staff Alliance moves to request that nonrepresented staff be allowed two opportunities per fiscal year to cash in up to forty hours of annual leave, for a maximum total of eighty hours per fiscal year. This action is effective March 8, 2011."

Rationale for Motion:

We propose this due current the economic situation and significant increases in out of pocket health care costs and cost of living increases around the state. This will allow staff the flexibility to better offset changing financial obligations.

Signed: \_\_\_\_\_  
Chair, Staff Alliance (Date)

\_\_\_\_ Approved: \_\_\_\_\_  
President, University of Alaska Date

\_\_\_\_ Disapproved: \_\_\_\_\_  
President, University of Alaska Date

Rationale for Disapproval:



Terminations Data  
Layoffs by Department  
FY08 12/31/11 of FY11

MAU	TKL	Department	Non Represented	Represented	Non Represented	Represented	Non Represented	Represented	Non Represented	Represented
T160	UA	CTC	1							
T175	AFES	Palmer							1	
T180	AFES	Fairbanks							1	
T185	AFES	Forestry							1	
T190	Geophysical	Institute		3	2			4		
T200	Seward	Marine Ctr						1		
T203	Juneau	Fish & Ocean Science	1							
T205	FIT	(Fisheries Indust. Tech. Ctr)		2						
T230	UA	Athletics						2		
T235	UA	Bookstore			1				6	
T255	Registrar	Office							1	
T275	Wood	Center							1	
T280	KUAC							1		
T290	UA	JOIT			1				1	
T310	UA	Museum of								

UAA	T769	University Advancement							1	
	T782	Procurement Services								
		Housing Dining & Conf Ser	1							
Subtotal			1	0	0	0	3	0	1	0
UAS										
Subtotal			2	0	0	0	3	0	2	0
SW	T800	Butrovich 2nd Floor			3					
	T802	SW Info Services Fairbanks							2	
Subtotal			0	0	3	0	0	0	2	0
GRAND TOTAL			4	5	9	0	12	0	60	11

\*This document is a supplement to the "Non Retention, Cause Termination and Layoff Data" updated on 3/8/11. The chart breaks down the layoff data by department. This chart does not include instances in which contract reductions have occurred in lieu of layoffs.

Non Retention, Cause Termination and Layoff Data  
by Fiscal Year  
FY2008 FY2009 FY2010 (through 12/31/10)

		SW			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
Cause Termination	Non Represented				
	Represented				
Non Retention	Non Represented	4		1	2
	Represented				

		UAA			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
Cause Termination	Non Represented			2	
	Represented	2	1	1	
Non Retention	Non Represented	6	6		
	Represented			1	

		UAF			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
Cause Termination	Non Represented	2		1	
	Represented	2	3	2	
Non Retention	Non Represented	10	4	4	
	Represented	1			

		UAS			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
Cause Termination	Non Represented				
	Represented				
Non Retention	Non Represented		1	1	1
	Represented	1			

		Layoff			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
SW	Layoff	Non Represented	4		2
		Represented			
UAA	Layoff	Non Represented	1	3	1
		Represented			
UAF	Layoff	Non Represented	3	5	9
		Represented	5		
UAS	Layoff	Non Represented			
		Represented			

		layoff actions initiated; converted to contract reductions			
		FY2008	FY2009	FY2010	FY (through 12/31/10)
SW		Non Represented			
		Represented			
UAA		Non Represented			
		Represented			
UAF		Non Represented			22
		Represented			
UAS		Non Represented			
		Represented			