

UAS Staff Council August Meeting (Convocation General Assembly)

Wednesday August 11, 2021, 10:15–11:15 a.m.

[Zoom link](#)

[Committee Updates](#)

- I. Call to order
 - A. Eric Lingle, President 20-22
 - B. Ke Mell, Vice President 21-23
 - C. Colin Osterhout, Secretary 20-22
 - D. Traci Taylor, Member-At-Large Juneau 21-23
 - E. Jessica Driscoll, Member-At-Large Ketchikan 21-23
 - F. Kimberly Davis, Member-At-Large Sitka 20-22
 - G. Members of the Public (alphabetical order derived from Zoom report)
 1. Aimée Richards
 2. Alison Krein
 3. Amanda Triplett
 4. Amy Bannerman
 5. Audrey Beam
 6. Beverley Keefe
 7. Brittini Wisner
 8. Casey Bain
 9. Cindy Boesser
 10. Cody Bennett
 11. Colin Osterhout
 12. Chris Hoyt
 13. Dashiell Hillgartner
 14. David Russell-Jensen
 15. Davina Cole
 16. Denise Carl
 17. Donovan Grimes
 18. Eleya Rosenthal
 19. Emy Roles
 20. Eric Lingle
 21. Gloria Merry
 22. Greg George
 23. Jacqueline Wilson
 24. Julia Guthrie
 25. Janelle Cook
 26. Jennifer Sweitzer
 27. Jeri Cary
 28. Jessica Driscoll
 29. Jessy Goodman
 30. Jill Hanson
 31. Jodi Van Kirk
 32. John Ingman
 33. Jonathan Lasinski

34. Judith Ramos
35. Kathryn Portelli
36. Kathy Bolling
37. Katie Sill
38. Katy Jordan
39. Kayti Coonjohn
40. Ke Mell
41. Kelly Jensen
42. Kelsey Walsh
43. Kimberly Davis
44. Kimberly Matsuura
45. Leah Gregg
46. Lori Klein
47. Mae Delcastillo
48. Marjean Ragsdale
49. Mark Thompson
50. Martin Carter
51. Michelle Lampton
52. Michelle Nakamura
53. Mona Mametsuka
54. Rachel Jacobus
55. Randy Nutting
56. RONALDA CADIENTE BROWN
57. Ryan Sand
58. Ryan Wark
59. Sam Kito III
60. Shayla Sulser
61. Suzi Vollmer
62. Tessa Nelson
63. Thomas McBrien III
64. Traci Taylor
65. Trisha Lee
66. Trudy Brown
67. Tyler McMichael
68. Yolanda Cordero

II. Adopt agenda (2 minutes)

- A. Motion: Ke Mell
- B. Second: Kim Davis

III. Approve [minutes of May 2021 Meeting](#) (2–3 minutes)

- A. Motion: Traci Taylor
- B. Second: Ke Mell

IV. Approve [minutes of July 2021 Meeting](#) (2–3 minutes)

- A. Motion: Traci Taylor
- B. Second: Ke Mell

V. Remote Work project update

- A. Eric: Draft regulations are awaiting approval. Comment form is still online. Main two comments that seem salient:

1. Originally, staff would be responsible for security on their devices. That's been updated to that staff are responsible for security per guidance from IT
 2. University reserves right to inspect workplace. This point has been modified to only for purposes of liability claims and occupational safety — this is probably “as good as it's going to get”. Feels like this is a good compromise. From Mike Ciri, an actual physical inspection may not be required; a video inspection may be sufficient
- B. Eric: these draft regulations will be accompanied by an administrative guide which spells out what they mean. Board of Regents approval not required, just President.
- C. Cody: will we be adhering to these prior to final approval?
- D. Eric: Chancellor Carey had indicated that we will wait and see what gets approved.
- E. Denise: My understanding is that one reason that we're not moving to another phase (A-E) is that these policies aren't in place yet. Michael Ciri is giving us some wiggle room. UAS is intentionally not moving to phase D.
- F. Colin: the long term remote workplace effort is supposed to be separate from COVID status.
- G. Jonathan: if we move to phase D, we're back to regulations pre-pandemic. Otherwise we'll be subject to regulations as they are in place. Just because something's in draft, it doesn't mean that we can jump on that since it's not approved.
- H. Katie Sill [chat]: Is it fair to wonder about how these remote regulations will carry over in the eventual post-COVID times?
- I. Eric: that's sort of the whole idea of this effort. “The new way of the world”
- J. Jodi Van Kirk: This is at a statewide level once it gets finalized. My understanding is that individual campuses can take that and decide further adjustments. We're not necessarily follow 100% of what the statewide regulation spells out. Just reading what the chancellor has said about the same geographical location/city. Statewide regulations don't state that.
- K. Eric: they don't, but they do say that people need to be able to come in for trainings and certain meetings and travel isn't going to pay for that type of travel.
- L. Jonathan: that's the policy of statewide, but the campus can be more strict. There's been a direction from the UAF chancellor that education supervisors needed to have their staff be on campus. Chancellor Carey has been on record saying that she wants people being within their communities. UAS may not be doing the same things that UAA and UAF are doing. Wants to ensure fairness of the whole approach.
- M. Eric: if your supervisor says you can work remotely, then the employees should be able to work remotely, but that's a conversation between supervisors and their employees
- N. Ke Mell: Please reach out to staff council or through the comment form if you have concerns. It's late in the game to expect changes however.

- O. Jacqueline: Hoping that there'll be supervisor workgroups to ensure consistency across. Wants to know that best practices are transparent and not making "decisions on an island".
 - P. Cody: There's been this question of equity and consistency within the technical working group.
 - Q. Jill Hanson: Has been working with Paul [Kraft] and Priscilla [Schulte], the campus director level
 - R. Cody: this isn't spelled out in the draft
 - S. Jill: one of the reasons is that the form has an approver field on the form. Worried about consistency.
 - T. Jonathan: Goes along with comment about the previous campus/chancellor level. They (Technical group) are putting together guidelines; won't be sure if there's to be a workgroup. There's a want and interest in standardized. Example given: Administrative services pay increase.
 - U. Colin: the sense of the meetings that I've been in is that HR desires the decision to be made at the supervisory level.
 - V. Eric: Obviously what staff would like is the decision made at the lowest level possible.
 - W. Jill: we're one deep, so having the director approve seems to be a clean way to do it
 - X. Cody [in chat]: And, new reg uses the language of "Remote work is a management-approved arrangement" So, "management" can potentially be supervisor, department, etc.
 - Y. Cody: from a technical work team meeting, we often get into minutiae. Don't know if the facts are principled. Getting into nuances of equity, dynamics, intricacy. Feels as though there'll be iterations for these [guidelines].
 - Z. Eric: What we're living in currently is a multi-step process and the idea is to simplify this.
- VI. Advocacy Updates
- A. Market Based compensation study appears to be dead
 - 1. Staff haven't gotten an increase lately. A previous SA memo concerning compensation to the president didn't involve direct pay raise. President's response is that some will be implemented, and others will not.
 - 2. New compensation committee in the works. Jessica Driscoll is serving on this committee. A large list of recommendations is in the works.
 - 3. Back several years ago, a market-based compensation study was commissioned, but this appears to be dead at this time. President Pitney has indicated that she does not recognize this study. Eric doesn't feel that HR is fully staffed and this effort won't happen.
 - B. Across the board 1% annual raise
 - 1. In lieu of a compensation study increase, President Pitney wants to build an annual step increase.
 - 2. Colin: this still doesn't cover year over year inflation
 - 3. Cody: unfortunately it's often easier to quit and then reapply to get paid

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- C. Added holiday (Juneteenth) — President Biden has added Juneteenth as a federal holiday, and Eric feels that we should advocate for its inclusion as a paid holiday for staff. President Pitney originally thought that we could shift a current holiday in for Juneteenth.
 - 1. Cody: federal holidays don't always align, so we'll want to be cautious in how we approach this
- D. Comparable pay for education
 - 1. Karen Carey brought this up with Executive Cabinet
 - 2. Administrative Services educational attainment policy
- E. Further discussion to points above
 - 1. Jessica Driscoll — it may make sense to ask for the step increase per annum, and then rework the steps. In addition, a COLA increase may make sense to combat inflation. The market based survey is a dead-end. There was a proprietary system developed by a 3rd party that is expensive and not transparent. In favor of scrapping that study idea. Not in favor of shifting around a holiday for Juneteenth (e.g. July 4th). Also a push for compensation increase for degrees/development. The compensation committee wants to hire an equity diversity officer statewide as well as compensation for additional languages
 - 2. Eric: the degrees attainment pay raise exists currently in administrative services. Executive cabinet has been discussing this as well.
 - 3. Denise: People can have tuition at a reduced rate. If they are going to implement that policy, please take a look at those who have degrees already.
 - 4. Michelle Lampton: [in chat] What about a graduated system? Like, 1% for next three years, 2% later... etc.
 - 5. Aimee [in chat]: If we cannot get increases that keep up with inflation then increased holidays seems like a very reasonable ask... [out of chat] her services don't result in a direct benefit to the university, so an extra day off doesn't cost anything. Agrees with Denise's comment.
 - 6. Katie Sill — Increased PTO might be worthwhile?
 - 7. Katy Jordan: It was interesting to hear that over the summer that the President brushed off suggestions such as leave policy. Would love to have more time off (increased compensation without a hit to the budget). Are we asking for enough? Should we be asking for much more? What do you think the university is willing to give staff? The university is not apparently willing to budge on our lack of compensation.
 - 8. Eric: the sense is that budget is simply not there. Enrollment is down and the legislature hasn't approved a higher budget.
 - 9. Katy — do we need to improve our arguments? Are we not asking for enough because we're not expecting them to give us anything? Feels like we're asking for very little, and getting very little, and this doesn't feel like a solution. Frustrated that there hasn't been an increase in a really long

time and feels brushed off by the president.

10. Eric: feels the frustration!
11. Kelly Jensen: Katy made two points she planned to make. 1) We'll be most effective if we have a united front. If we're talking about 4–5 different options, let's prioritize them in terms of our request. Staff wants have been perceived as disparate. Presenting a united front may be [the way to go]. 2) The PTO seems to have been disregarded as not even an option.
12. Traci — PTO increases with tenure (5 and 10 years). If we advocate with increased PTO, what does that look like in practice?
13. Leah Gregg — doesn't know much about unions, was last in a union as part of CBJ docks and harbors. Wants to throw that out there because "taking one for the team" every year is not sustainable. Something needs to change.
14. Tyler McMichael — who benefits the most from us not being in a union?
15. Eric — instead of having a union we have a Staff Council to have a voice. The message we're hearing is that staff aren't being compensated sufficiently.

VII. Call for Nominations: President

- A. Eric — stepping down as president. Going to be taking a bunch of time off very soon to be with first child. Cutting back on as many responsibilities as possible. Resigning as of September 1, 2021. Please forward nominations.
- B. Denise: what's involved in being president?
- C. Eric — we have a constitution/bylaws; the president's job is to lead the monthly meetings. More informally, the president keeps track of tasks discussed at the weekly informal meeting. Serves on Staff Alliance at the statewide level. Meets with Karen Carey once a month to keep a dialog open. Typically brings another staff council member along. It is a chunk of time, but is important! Has been impressed by the camaraderie between administration and staff council at UAS, this isn't the same in his perception at the other MAUs. Position is unpaid. Focus on next president should be getting paid more.

III. Adjourn (2-3 minutes)

- A. Motion: Ke Mell
- B. Second: Kim Davis

IV. Parking Lot

- A. Getting ideas for compensation committee