

University of Alaska Fairbanks  
Staff Council

To: Staff Alliance

From: UAF Staff Council

Date: March 12, 2019

Re: Resolution 2019-300-1: Resolution in Opposition to UAA's FY18-08  
Resolution

---

support staff, may have drastically different impact to the function of a given department compared to another. This is especially if the position remains unfilled for an extended time.

Many times when an employee is laid off or non-renewed, they are given the choice to use their annual leave, or are placed on administrative leave, for the duration of their employment. This can often be beneficial for the employee, allowing them time to pursue other employment opportunities without the need to continue working in the office from which their employment is to end. During this time wherein an employee is on leave, the department must be able to pay the employee, and further, the department cannot recruit for the position until the employee has vacated it. For this reason, increasing the notice periods for nonexempt staff may have an unintended detrimental effect on departments and the remaining staff within them.

Moving to adopt processes, procedures and regulations which support the idea that all staff are vital to the various missions of UA is an important goal toward which all of us

**University of Alaska Fairbanks  
Staff Council  
Resolution 2019-300-1**

**Resolution 2019-300-1: Resolution in Opposition to UAA's FY18-08 Resolution**

**Whereas**, UAF Staff Council would have preferred to collaborate with UAA Staff Council on a joint resolution;

**Whereas**, UAF Staff Council recognizes that both exempt and nonexempt employees serve vital roles to the varied missions of UA, and;

**Whereas**, the disparity between the notice periods for staff accurately reflects the disparity in types of work performed by different staff members, and;

**Whereas**, increasing the notice period to three months for nonexempt positions potentially places a department in a position of having no support staff for months at a time, thus increasing the strain on all other staff within the department, and;

**Whereas**, it is important to consider the implications of changes made to regulations and how these changes will affect all staff at UA;

**Therefore be it resolved that**, the UAF Staff Council does not support UAA's proposed FY18-