

University of North Carolina		HRDB Committee
Staff Assembly		Report
		April 5, 2011
Committee Chairman Alan Moran	Last Meeting Date:	Delegates in Attendance
Next Meeting Date: Time: TBD		

KEY POINTS

Carried from our last meeting where three areas of interest that the committee was considering working on (issues are ranked):

1. Furloughs
2. State Health Plan
3. Pay

With the change in leadership and GA and the fluid nature of the budget process it will be necessary to reevaluate the points of interest.

1. As of our last executive committee meeting we have learned that furloughs are no longer an option that the administration is looking to utilize.
2. The state health plan may undergo changes. Proposed changes include the introduction of a premium for employees and retirees and an increase for dependant coverage that would increase over time. It also includes a substantial increase in the out of pocket costs for employees and their dependants.. On the plus or minus side depending on perspective the obesity testing and tobacco testing portions would be removed under pending legislation.
3. There is noting to report on pay other than we continue to lose ground with little chance of a reprieve. There has been some speculation on a pay cut but nothing yet has been substantiated.

Article 16 is now of the table but has been replaced with a new initiative: "personnel flexibility." The extended executive committee have jurisdiction on this issue and will be addressing it at their next meeting

A new issue on the agenda is a recommendation for a resolution regarding Sexual Assault Awareness Month. This is a educational piece and will help continue with the idea that the staff assembly is concerned not only with the economic well being of our staff but that we value our sense of community and the safety of ALL who work here. The text of the attached resolution borrows heavily from one that UNC-CH is in the process of adopting.

Recommendations and Rationale

RECOMMENDATION	RATIONALE
<p>All SA delegates need to pay careful attention to all bills making there way through the legislature that effect state employees as they will effect the ability to recruit and retain quality employees: SB 391 and SB 625</p> <p>SB 391 should be opposed by the Staff Assembly. Recommend the assembly draft a letter in opposition to this legislation outlining potential effects on the ability to recruit and retain employees.</p>	<p>SB 391 would essentially eliminate the ability of employees to have priority rehire status into the state system. One of the many “benefits” employees saw as an attractive alternative to higher paying private sector employment.</p> <p>SB 625 is the state health plan bill. This will introduce a premium on state employees and retirees. It will also increase out of pocket costs for employees.</p>
<p>Draft and pass a resolution recognizing sexual assault awareness month to coincide with our April meeting.</p>	<p>As an extension of the work the HRDB committee has done on sexual violence awareness and the overall commitment the staff assembly has to the safety of employees. It is important that we raise awareness about this very important issue.</p>

ITEMS REQUIRING DELEGATES ASSISTANCE

Item	Action Items	Contact(s)	Due Date
1.	Resolution for Sexual Assault Awareness Month	Alan Moran	April 11th

ADDITIONAL INFORMATION:

Sexual Assault Awareness Month, resolution attached.