

**United Academics  
AAUP/AFT Local 4996**

UA/UNAC Negotiations Update

February 2017

# Your 2016-2017 UNAC Negotiation Team Roster!

- Candi Dierenfield, Non-Tenure Track Associate Professor of Extension, UAF
- Pat Fort, Professor of Accounting, UAA
- Tony Rickard, Professor of Mathematics Education, UAF
- Mike Stekoll, Professor of Chemistry and Biochemistry, UAS
- Cyndee West, Contract Manager, UNAC
- Abel Bult-Ito, President, UNAC (behind the table)

# 2016-2017 UA Negotiation Team Roster...

- Geoffrey Bacon, Director of Labor Relations, UA Statewide
- Keli Hite McGee, Chief Human Resources Officer, UA Statewide
- Paul Layer, Dean, UAF
- Deborah Lo, Dean, UAS
- John Petraitis, Associate Dean, UAA

# Recap of UNAC Negotiation Prep

- Conducted UNAC membership survey Spring 2016, with salary, healthcare, workload, and evaluation top membership priorities.
- Extensively analyzed UA data for the past three years for faculty salaries, healthcare, grants and contracts, budget distribution, retirement benefits, faculty time off, UA consultants.
- Analyzed 2014 – 2016 Collective Bargaining Agreement (and peer CBAs) for complaint/grievance procedures, reduction in force, salary adjustments, disciplinary action, working conditions, workload, evaluation, grants and contracts.

# Recap of UNAC Negotiation Prep (continued...)

- Based on UNAC members' priorities, data, and comparative analyses, your UNAC team conducted supplementary studies and data analyses (e.g., study showing UNAC members are about 20% underpaid relative to cost of living in AK compared to peers; budget analysis showing million\$ of UA budget savings, substantially from UNAC attrition; budget analysis showing \$72 million discrepancy between UA budget for compensation increases and actual increases; healthcare plan expensive due to high cost of healthcare in Alaska, not due to UA mischief; UA statewide still more expensive than UAS [including branch campuses] despite 30% FTE reduction).
- Met with non-tenure track UNAC members on multiple occasions for focused input and specific concerns.
- Using all of the above, UNAC team developed fair and competitive proposals for the new CBA based on evidence, data, and well-reasoned arguments for our negotiations with UA.

# Let the Negotiations Begin!

- UA/UNAC negotiations began in Anchorage with meetings on September 19-20, 2016.
- Negotiations continued for the next three months, with your UNAC team regularly communicating with UNAC members and working MANY days away from the bargaining table as well as at the table.
- UA/UNAC negotiations have been conducted at all three MAUs (UAA, UAF, UAS) and are public.
- Negotiations have proceeded slowly; UA often took weeks to respond to info requests, then provided partial and/or incomplete data, requiring follow ups (e.g., administrator salaries, healthcare costs, grants and contracts data).

# Let the Negotiations Continue!

- UA/UNAC 2016 negotiations concluded on December 5-6 in Anchorage without reaching final agreement on a new UA/UNAC CBA.
- At the conclusion of the December 5-6 meetings, UA and UNAC agreed to continue negotiations in 2017 and, as per mutually agreed upon ground rules, the expired CBA remains in effect until a new CBA is negotiated and ratified.
- NOTE: Beginning in November 2016, your UNAC negotiation team offered on multiple occasions to meet for additional negotiation sessions with UA (e.g., weekends, evenings, and “until we get it done”), but these offers were all declined by the UA team.
- UA/UNAC negotiations resumed on Feb. 7, 2017 in Anchorage and we are scheduled to negotiate next with UA on Feb. 21-22, also in Anchorage.

# What We Have Accomplished (So Far)

- UA and UNAC have reached tentative agreement on 16 of the 23 Articles in our CBA.
- Some tentatively agreed on Articles are status quo and do not have substantive changes (but this was, in general, not easy...).
- Among improvements in tentatively agreed on Articles are:
  - Explicit recognition of value of non-tenure track UNAC members and agreement on a global CBA change to “non-tenure track” from “term” (multiple Articles)
  - Improved complaint process (Article 7)
  - Explicit recognition of UNAC member prioritization for “teach outs” for a canceled academic program (Article 10)
  - Clarification of “just cause” and progressive discipline, including new UA/UNAC MOA that has been drafted and signed (Article 11)
  - Clarification of internal and external processes that can be utilized in cases of discrimination (Article 17)



# What We are Still Working On...

UA/UNAC must still reach agreement on 7 of the CBA Articles to have a new CBA:

- 1/22\*: Agreement and Duration
- 3\*: Recognition
- 9\*: Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination
- 13\*: Workload
- 15: Compensation
- 16: Personnel Benefits

\*Your UNAC team believes we are close to reaching tentative agreement on these Articles.

# Why are Negotiations Taking Longer than Usual?

- No surprise, the fiscal climate for UA and Alaska is very tough; this fact has indirect effects on issues important to UNAC members (e.g., workload, reduction in force) and has slowed progress.
- The fiscal climate (again, no surprise) also has direct financial impacts, making negotiation of compensation and benefits very difficult even with our extensive preparation. NOTE: UA has not disputed findings of any of our studies or analyses, nor countered them with any of their own data, analyses, and/or studies.
- UA has been very slow to respond to info requests (e.g., they have cited competing obligations such as SP and BOR) and slow in developing (counter) proposals for some CBA Articles – e.g., UNAC provided our proposal for Article 15: Compensation in mid November 2016, but UA did not have a counter for UNAC until February 7, 2017.
- UA seems especially sensitive about upsetting the Alaska legislature and/or governor, though they acknowledge that the UA administration runs UA, not the legislature, that UA has allies in state government, and that “legislative intent” is not legally binding (your UNAC team has pointed this out repeatedly...).
- Your UNAC team has also asked the UA team how UA has advocated for UNAC by explaining how critical the faculty is to a university and that not supporting a fair and competitive CBA is damaging to UA and Alaska (no clear response so far...).

# Where Do We Go from Here?

- Your UNAC team will continue negotiating with UA in good faith.
- Our UNAC membership deserves a fair and competitive CBA and your UNAC team is committed to continuing negotiations until we achieve this.
- Your UNAC team believes that a fair and competitive CBA is in the best interests of our students, UA, and Alaska, not just our UNAC membership.
- While your UNAC team continues negotiations, we have agreed with UA that the expired UA/UNAC CBA remains in effect until a new CBA is negotiated and ratified by the UNAC membership and the UA BOR.
- Continued solidarity is critical – support your union and UA/UNAC negotiations and be an advocate for our UNAC membership!

THANK YOU FOR SUPPORTING UNAC!

QUESTIONS??