

Draft Agenda

United Academics AAUP-AFT Local 4996

Executive Board

Zoom Meeting: <https://alaska.zoom.us/j/83625693171>; 1-253-215-8782; Meeting ID: 836 2569 3171

27 January 2021, 9:30-11:30 am

9:30 am Call to Order – Abel Bult-Ito

We live and work on the land of Alaska Native Peoples.

As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racial narratives, racism, or whiteness in our meetings and as we conduct our business. This means we can and will interrupt the meeting to draw the issue to one another's attention. We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual unconscious bias.

9:31 am Roll Call – Nelta Edwards

Officers: Mara Bacsujlaky, Charla Brown, Abel Bult-Ito, Sharon Chamard, Nelta Edwards, Richard McDonald.

Staff:

Guests:

9:32 am Motion to Approve the Agenda – Abel Bult-Ito

9:33 am Motion to Approve the Executive Board Meeting Minutes of 13 January 2021 – Nelta Edwards

9:35 am President's Report – Abel Bult-Ito

9:45 am Old Business--Posthumous compensation to Cyndee West

The following motions were postponed at the last meeting

- **Motion “cash out” leave bank equivalent of Cyndee’s leave over the last 10 years for two week each year for the amount of \$46,461.80.**
- **Motion to pay Cyndee’s retirement contribution for 2021 to Cyndee posthumously in the amount of \$6, 347.38.**
- **Motion to cash out FTO equivalent 2020-2021 of 40 hours to Cyndee posthumously=\$2,323.09.**

10:15 am Resolution: Commitment to Excellence

10:35 am Discussion: Faculty Supervision and Morale

10:55 am Update on grievances and investigations

11:15 am Next (regularly scheduled) meeting is 10 February 2021

11:20 am Good of the Order

11:30 am Adjourn

Draft Minutes

United Academics AAUP-AFT Local 4996

Executive Board

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13 January 2021, 9:30-11:30 am

9:34 am **Call to Order** – Abel Bult-Ito

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As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racial narratives, racism, or whiteness in our meetings and as we conduct our business. This means we can and will interrupt the meeting to draw the issue to one another's attention. We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual unconscious bias.

9:31 am **Roll Call** – Nelta Edwards

Officers: Mara Bacsujlaky (absent), Charla Brown, Abel Bult-Ito, Sharon Chamard, Nelta Edwards, Richard McDonald.

Staff:

Guests: Kate Quick, [Andrea Dewees](#)

9:48 am **Motion to approve the amended agenda**--approved.

9:48 am **Motion to Approve the Executive Board Meeting Minutes of 17 December 2020** – Approved

9:49 am **President's Report** – Abel Bult-Ito

9:54 am **Cyndee West's Passing**

- Reflections
- **Motion "cash out" leave bank equivalent of Cyndee's leave over the last 10 years for two week each year for the amount of \$46,461.80.** --Postponed until the next meeting.
- **Motion to pay Cyndee's retirement contribution for 2021 to Cyndee posthumously in the amount of \$6, 347.38.** Postponed until the next meeting.
- **Motion to cash out FTO equivalent 2020-2021 of 40 hours to Cyndee posthumously=\$2,323.09.** Postponed until the next meeting.

10:46 am 2020 Christmas Bonus for Employees

- Bonus policy discussion.
- **Motion: UNAC may pay a holiday discretionary bonus as a function of employee appreciation. The amount will be determined by the Executive Board on an annual basis and distributed consistently to all employees. Amount will not exceed one-week's regular gross pay and it will be subject to taxes.**-- Approved. This policy is now in effect.
- **Motion: UNAC will pay Cyndee West a holiday bonus of a week's pay of \$2,323.09.** --Approved.
- Appreciation gifts to our contractors will be approved by the Eboard in the future.

11:24 am Motion to extend election timelines

Rationale:

With the unexpected and devastating passing of Cyndee West, the 2021 election for Organizational Vice Presidents, Representative Assembly members, and Secretary cannot be completed by February 1, 2021, the first Monday in February as specified in the bylaws.

We are currently in the process of getting the Votenet/eBallot account ownership transferred from Cyndee to another individual. In addition, without Cyndee's assistance, it will take some time to ensure that voting members receive the correct ballots corresponding to their employment site.

Motion: Due to unforeseen circumstances, the 2021 elections will be postponed until April 1, 2021, with nominations closing on March 15, 2021.-- Approved.

11:33 am Motion: to extend the meeting until 12:30. Approved.

11:30 am Contract Manager and Assistant Contract Manager Position Descriptions ([See Google Drive Executive Board Folder](#)) – Charla Brown and Nelta Edwards

- Discussion of hiring an interim contract manager
- Abel appoints Charla Brown as chair of the hiring committee for the contract manager and the assistant contract manager. Charla asks Sharon Chamard, Nelta Edwards and [Rick McDonald](#) to join as committee members. The committee will work on the job description, advertising of the jobs, rate of pay, health care benefit, retirement benefits, – UA, sick leave benefits, leave benefits and holidays

Motion: to approve the United Academics hiring policy. --Approved.

12:10 pm Annual Food Bank Donation to the Communities with Extended Sites and Main Campuses

Motion: to donate \$500 to the food banks in each of the 16 communities where UA campuses are located up to \$8,000 total. -- Approved.

12:14 pm Monthly Executive Board Meeting Schedule and Time

Every second (primary meeting) and fourth (if necessary; secondary meeting)
Wednesdays 9:30-11:30 am; immediate next meeting 27 January 2021.

12:15 pm Motion: to approve the requisition for the contract manager position.

Position title: Contract Manager

Position hours/shifts: Full-time

Exempt or nonexempt status: Exempt

Reason for the opening: Vacancy

Essential job functions and qualifications: deferred to Search Subcommittee

Any special recruitment advertising instructions: deferred to Search

Subcommittee.-- Approved.

12:20 pm Good of the Order

12:21pm Motion to move into executive session. --Approved.

12: 35 pm Out of executive session

12:36 pm Motion of Adjourn--Approved.