

ARTICLE 1

Agreement and Duration

This agreement is made and entered into this first day of January 20~~22~~¹⁷ by and between the administration of the University of Alaska (~~"University"~~"UA Administration" and/or "Management"), and the faculty of the University of Alaska represented by United Academics - AAUP/AFT Local 4996 (~~"United Academics," "UNAC," "Faculty," "Association"~~ and/or "Union").

This Agreement shall be effective as of January 1, 20~~22~~¹⁷, and shall remain in full force and effect to and including December 31, 20~~24~~¹⁹. No later than August 1, 20~~24~~¹⁹, either party may serve written notice on the other of its desire to terminate, modify, or amend this Agreement. Upon receipt of such notice, negotiations shall commence within sixty calendar days, but in no event shall either party be required to commence negotiations prior to May 1, 20~~24~~¹⁹.

The University Administration and United Academics jointly acknowledge that we live and work on Indigenous lands. We agree that our shared missions involve promoting and enhancing the knowledge of and respect for Alaska Native peoples and their status as federally-recognized, sovereign tribes. We recognize the responsibility of our institutions to include Alaska Native peoples in all domains of university work. We commit to cooperating with all members of the University of Alaska community to end systemic and institutional racism.

The monetary terms of this Agreement are not effective until they have been approved by the legislature pursuant to AS 23.40.215. If the legislature does not approve the monetary terms of this Agreement, then the parties will return to the negotiation table.