

UNAC Proposal Presented 9/13/21

UA Counterproposal 1 Presented 10/4/21 ~~rejected language from UNAC~~

UNAC Counterproposal 2 Presented 10/5/21 ~~rejected language from UA~~

UA Counterproposal 2 Presented 10/19/21

UNAC Counterproposal 3 Presented 10/25-26/21

~~Proposed language~~ in either font color highlighted in gray have not been rejected or changed by the other team in counter proposals.

## ARTICLE 3

### *Recognition*

3.1 The ~~UA Administration~~ University University recognizes United Academics as the sole and exclusive representative for the members of the bargaining unit described below:

All regular non-adjunct faculty in the following ranks, ~~positions, and roles~~: Instructor, Assistant Professor, Associate Professor, Professor; Research Assistant Professor, Research Associate Professor, Research Professor; Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; Cooperative Extension Faculty and/or Agents, Post Doctoral Fellows; Librarians, ~~C~~eounselors, ~~R~~ehabilitation ~~F~~aculty, ~~A~~advisors, ~~cooperative extension agents~~, and other academically related personnel, ~~such as program coordinators or program chairs, and Department/Program Heads/Chairs/Coordinators~~ department heads/chairs department heads/chairs ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs.

3.2 Excluded from the bargaining unit are ~~post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment, and f~~faculty who are in the United Academics Adjuncts bargaining unit, ~~post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are~~ and all other employees of the University of Alaska including, but not limited to, employees in the above ranks who are supervisory or confidential. ~~or who are employed (a) by a community college, (b) at an extended site (i.e., site of a present or former community college), (c) as vocational-technical instructors, or (d) to teach exclusively at the lower division level. .~~ The ~~UA Administration~~ university uUniversity will not make a claim that ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs department heads/chairs ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs are supervisors based solely on their status as ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs department heads/chairs ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs or on their participation in the

evaluation process.

3.3 If a ~~faculty bargaining unit~~ member's assignment changes in such a manner as to alter ~~their his/her~~ bargaining unit status, the ~~UA Administration University~~ University will implement the appropriate change in status within a reasonable length of time. The Union will inform the ~~UA Administration University~~ University of incorrect unit placements within a reasonable length of time. Any concerns regarding timeliness under this provision shall be addressed by the parties in a meeting pursuant to Article 20.

### **UNAC Proposed Clean Copy:**

3.1 The University recognizes United Academics as the sole and exclusive representative for the members of the bargaining unit described below:

All regular non-adjunct faculty in the following ranks: Instructor, Assistant Professor, Associate Professor, Professor; Research Assistant Professor, Research Associate Professor, Research Professor; Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; Cooperative Extension Faculty and/or Agents, Post Doctoral Fellows; Librarians, Counselors, Rehabilitation Faculty, Advisors, and other academically related personnel, such as program coordinators or program chairs, and department heads/chairs.

3.2 Excluded from the bargaining unit are faculty who are in the United Academics Adjuncts bargaining unit and all other employees of the University of Alaska including, but not limited to, employees in the above ranks who are supervisory or confidential. The University will not make a claim that department heads/chairs are supervisors based solely on their status as department heads/chairs or on their participation in the evaluation process.

3.3 If a bargaining unit member's assignment changes in such a manner as to alter their bargaining unit status, the University will implement the appropriate change in status within a reasonable length of time. The Union will inform the University of incorrect unit placements within a reasonable length of time. Any concerns regarding timeliness under this provision shall be addressed by the parties in a meeting pursuant to Article 20.