

UA partial proposals presented 8/30/21 (5.2; 5.6)

UNAC Proposal Presented 8/30/21

UA Counterproposal 1 Presented 10/4/21

UNAC Counterproposal 1 Presented 10/5/21

UA Counterproposal 2 Presented 10/19/21

UNAC Counterproposal 2 Presented 10/26/21

UA Counterproposal 3 Presented 11/1/21

UNAC Counterproposal 3 Presented 11/2/21

UA Counterproposal 4 Presented 11/9/21 Packaged with Article 4

UNAC Counterproposal 4 Presented 11/15/21

UA Counterproposal 5 Presented 11/30/21 Packaged with Articles 4 & 7

UNAC Counterproposal Package with Articles 4 & 7 Presented 11/30/21

UA Counterproposal 6 Presented 12/6/21 Packaged with Articles 4 & 7

UNAC Counterproposal Package with Articles 4 & 7 Presented 12/7/21

~~rejected language from UNAC~~

~~rejected language from UA~~

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

ARTICLE 5

United Academics Representatives and Privileges, Release Time and Faculty Development

5.1 Representatives of United Academics shall be permitted to conduct Union business in and at University of Alaska facilities only if such activities do not interfere with the professional responsibilities of ~~unit~~ UNAC bargaining unit members or with University operations.

5.2 Release Time:

- a. United Academics may purchase the release of up to a total of forty-eight (48) ~~workload units~~ credit hours* ~~workload units~~ credit hours ~~workload units~~ credit hours workload units (~~one [1] workload unit equals one [1] credit hour of teaching~~) per semester upon payment to the ~~UA Administration~~ University for the released portion of each UNAC bargaining unit member's salary and benefits. Exclusively in the case of bargaining unit members without credit hour assignments in their workloads, ~~other workload units may be bought out for union work~~ United Academics may buy out non-credit hour workload units as part of the total. United Academics may distribute release time in any combination of workload units to UNAC bargaining unit members. (*UA proposed change on 10/19/21 and rescinded on 11/1/21)
- b. United Academics shall notify the ~~UA Administration~~ University no later than March 15 as to the UNAC bargaining unit members who are to receive releases during the subsequent academic year. In exceptional circumstances, changes may be

made by United Academics no less than **sixty (60)** days prior to the beginning of a semester.

- c. Payment to the ~~UA Administration University~~ University for released time must be made prior to the release of a **UNAC bargaining unit** member, upon presentation by the ~~UA Administration University~~ University of a billing statement.
- d. The ~~UA Administration University~~ University may, at its sole discretion, substitute other **UNAC bargaining unit** members or non-**UNAC bargaining unit** members to perform the portions of the workloads from which **UNAC bargaining unit** members have been released. Funds remaining after substitute ~~credit hours workload units*~~ **credit hours workload units** or non-credit hour workload units have been paid shall be used for faculty ~~travel for travel for travel for~~ professional development. On September 15 of each year of this agreement,,, the funds will be distributed to the three (3) MAUs based upon the percentage of **UNAC bargaining unit** members assigned to each. ~~At UAS, professional development travel travel funds will be designated to the Wilson Fund. At UAA and UAF, t~~The funds will be designated to the office of the Provost for **UNAC bargaining unit member professional development** ~~travel travel for travel travel for~~ professional development. ~~and e~~ Each Provost will convene a joint labor management group of two (2) ~~members~~ **representatives** from each party to review ~~travel travel travel travel~~ requests and rank the requests for funding. Annually, by July 31, the ~~UA Administration University~~ University will provide to United Academics a list of ~~faculty bargaining unit members~~ **faculty bargaining unit members** who received such funds, including amounts awarded, in the previous fiscal year. ~~(*the only change to 5.2 included in UA partial proposal on 8/30/21)~~

5.3 United Academics shall provide the ~~UA Administration University~~ University with a list of names, official addresses, and phone numbers of the duly certified officers and all representatives, and maintain that list's currency.

5.4 United Academics may use the University's meeting facilities for United Academics' business with **UNAC bargaining unit** members on the same basis as other organizations.

~~5.5 The University shall permit posting of official United Academics notices on a bulletin board specifically designated for such use at each MAU. (accepted in UA counterproposal 10/4/21)~~

5.65 The ~~UA Administration University~~ University shall provide two unfurnished offices for use by United Academics, one at UAA and the other at UAF, ~~upon payment of \$16,000~~ **\$16,655** by United Academics to the University no later than July 5 of each year. ~~upon payment of \$16,000 \$16,655 \$8,327.50 \$16,655 \$8,327.50 for FY22, \$12,491.25 for FY23, and \$16,655 for FY24 (in recompense for limiting access to these offices during the campus closures for the COVID-19 pandemic)~~ **\$16,655** by United Academics to the University no later than July 5 of each year. The office space ~~consists of rooms 489, 489A, and 489B~~ **309A, 309B, 309C, 310 and 310A** in ~~Duckering Building~~

~~Constitution Hall~~ at UAF, as well as room ~~214 s 202 and 204~~ of the Professional Studies Building at UAA. ~~These rooms~~ occupied by United Academics at UAA and UAF will continue to be designated for this purpose unless circumstances arise that make it necessary for alternate space to be considered. In such an event, the ~~UA Administration University~~ University will meet and confer with United Academics regarding an acceptable alternate space.

5.76 The ~~UA Administration University~~ University shall provide

(a) notice that the faculty member is in the bargaining unit represented by United Academics, including posting the United Academics website link (www.unitedacademics.net) in each F9 vacancy announcement;

(b) notice of and access to a copy of the ~~Authorization of Payroll~~ payroll authorization form for United Academics ~~Voluntary Deduction Form~~ of Dues and Agency Fee form ~~Dues Payment and Deduction Authorization form~~ United Academics ~~Voluntary Dues Deduction Form~~ voluntary Membership & Dues Payment and Deduction Authorization form to each new UNAC bargaining unit member no later than ~~within~~ ~~no later than~~ ~~within~~ ~~within~~ ~~thirty~~ ~~ten (10)~~ ~~thirty~~ ~~ten (10)~~ ~~thirty~~ at least ~~ten (10)~~ ~~thirty~~ ~~ten (10)~~ days prior to ~~of~~ ~~of~~ ~~after~~ their initial date of employment ~~employment~~ hire as defined in Article 4.1;

(c) and notice to each current UNAC bargaining unit member and to each new UNAC bargaining unit member no later than ~~within~~ ~~within~~ ~~no later than~~ ~~within~~ ~~thirty~~ ~~ten (10)~~ ~~thirty~~ at least ~~ten (10)~~ ~~thirty~~ ~~ten (10)~~ days of ~~of~~ ~~of~~ ~~after~~ ~~prior to~~ initial date of employment ~~employment~~ hire that an electronic copy of this agreement is available on the University's and United Academics' websites.

5.87 The ~~UA Administration University~~ University shall provide United Academics, upon reasonable request, and within thirty (30) days of said request, with the information and data necessary to administer this agreement. Said data shall be made available in an accessible format. United Academics shall pay for the cost of gathering, producing, copying, assembling, and otherwise providing requested information, except where the information requested is required by federal or state law to be provided to United Academics at no cost.

5.98 The ~~UA Administration University~~ University shall provide a list of current UNAC bargaining unit members to United Academics every biweekly pay period. ~~In addition, the UA Administration University shall provide to United Academics a separate and specific list of newly hired UNAC members within 10 days of hire. In addition, the University shall provide to United Academics a separate and specific list of newly hired UNAC members within 10 days of hire. In addition, the University shall provide to United Academics a separate and specific list of newly hired bargaining unit members at least 10 days prior to the initial date of employment. This same report will be provided to United Academics within the first five (5) business days of the start of the Fall and Spring Semester. In addition, the University shall provide to United Academics a separate and specific list of newly hired bargaining unit members at least ten (10) days prior to the~~

~~initial date of employment. This same report will be provided to United Academics within the first five (5) business days of the required faculty reporting date of the Fall and Spring Semester. The University shall provide to United Academics a separate and specific list of all bargaining unit members on August 15th and January 10th. In addition, the University shall notify United Academics when individuals accept a represented position.~~

UNAC Proposed Clean Copy, 12/7/21 (NOTE: outline numbers/letters to match above):

5.1 Representatives of United Academics shall be permitted to conduct Union business in and at University of Alaska facilities only if such activities do not interfere with the professional responsibilities of bargaining unit members or with University operations.

5.2 Release Time:

- e. United Academics may purchase the release of up to a total of forty-eight (48) workload units per semester upon payment to the University for the released portion of each bargaining unit member's salary and benefits. Exclusively in the case of bargaining unit members without credit hour assignments in their workloads, United Academics may buy out non-credit hour workload units as part of the total. United Academics may distribute release time in any combination of workload units to bargaining unit members.
- f. United Academics shall notify the University no later than March 15 as to the bargaining unit members who are to receive releases during the subsequent academic year. In exceptional circumstances, changes may be made by United Academics no less than sixty (60) days prior to the beginning of a semester.
- g. Payment to the University for released time must be made prior to the release of a bargaining unit member, upon presentation by the University of a billing statement.
- h. The University may, at its sole discretion, substitute other bargaining unit members or non-bargaining unit members to perform the portions of the workloads from which bargaining unit members have been released. Funds remaining after substitute credit hours or non-credit hour workload units have been paid shall be used for faculty professional development. On September 15 of each year of this agreement, the funds will be distributed to the three (3) MAUs based upon the percentage of bargaining unit members assigned to each. The funds will be designated to the office of the Provost for bargaining unit member professional development. Each Provost will convene a joint labor management group of two (2) representatives from each party to review requests and rank the requests for funding. Annually, by July 31, the University will provide to United Academics a list of bargaining unit members who received such funds, including amounts awarded, in the previous fiscal year.

5.3 United Academics shall provide the University with a list of names, official addresses, and phone numbers of the duly certified officers and all representatives, and maintain that list's currency.

5.4 United Academics may use the University's meeting facilities for United Academics' business with bargaining unit members on the same basis as other organizations.

5.5 The University shall provide two unfurnished offices for use by United Academics, one at UAA and the other at UAF, upon payment of \$16,655 by United Academics to the University no later than July 5 of each year. The office space consists of rooms 489, 489A, and 489B in Duckering Building at UAF, as well as room 214 of the Professional Studies Building at UAA. These rooms occupied by United Academics at UAA and UAF will continue to be designated for this purpose unless circumstances arise that make it necessary for alternate space to be considered. In such an event, the University will meet and confer with United Academics regarding an acceptable alternate space.

5.6 The University shall provide

(a) notice that the faculty member is in the bargaining unit represented by United Academics, including posting the United Academics website link (www.unitedacademics.net) in each F9 vacancy announcement;

(b) notice of and access to a copy of the voluntary Membership & Dues Payment and Deduction Authorization form to each new bargaining unit member no later than ten (10) days after their initial date of employment;

(c) and notice to each current bargaining unit member and to each new bargaining unit member no later than ten (10) days after initial date of employment that an electronic copy of this agreement is available on the University's and United Academics' websites.

5.7 The University shall provide United Academics, upon reasonable request, and within thirty (30) days of said request, with the information and data necessary to administer this agreement. Said data shall be made available in an accessible format. United Academics shall pay for the cost of gathering, producing, copying, assembling, and otherwise providing requested information, except where the information requested is required by federal or state law to be provided to United Academics at no cost.

5.8 The University shall provide a list of current bargaining unit members to United Academics every biweekly pay period. The University shall provide to United Academics a separate list of all bargaining unit members on August 15 and January 10.