

# United Academics AAUP/AFT Local 4996 NEGOTIATIONS UPDATE

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Collective Bargaining Negotiations with the University of Alaska  
Fall 2021

# UNAC Negotiation Team

Andy Anger, UAF/CTC Professor of Applied Business

Tara Palmer, UAA Professor of English as a Second Language

Melanie Arthur, UNAC Contract Manager

Kris Racina, UAF SOM Faculty Business Administration

Jill Dumesnil, UAS Professor of Mathematics

Tony Rickard, UAF Professor of Mathematics Education  
Chief Negotiator

# UNAC Platform for Negotiations

*Faculty working conditions are student learning conditions*

## **Prioritizes the Academic Mission**

- Ensures Alaskans have access to highly-qualified faculty
- Protects faculty working conditions and equitable workloads
- Ensures full and fair compensation and enhances job security for faculty

## **Educates for the Common Good**

- Supports research and creative activity to increase knowledge and broaden perspectives
- Protects academic freedom to allow for discussion of diverse viewpoints
- Promotes full-time faculty positions and protects tenure

## **Honors our Differences**

- Institutes salary equity across race, gender, and departments
- Supports full, equitable access to employment benefits for all members
- Protects healthcare benefits

## **Builds for the Future**

- Enacts stronger job protections for faculty
- Ensures meaningful faculty participation in University decision-making
- Secures support for faculty work under COVID-19 and post-COVID-19 conditions

# Summary of Substantive Proposals

## Non-substantive Changes:

- Terminology updates
  - his/her to they/their
  - UNAC to bargaining unit
- Corrections
  - Adding/omitting punctuation
  - ensure/insure
  - Missing words
- Stylistic Adjustments
  - Adding numerals/numbers
  - Formatting adjustments

## Substantive Changes:

- Addresses constituent concerns
- Seeks to resolve issues
- Changes policy
- Rectifies an omission or conflict
- Enhances rights, protections, or responsibilities of bargaining unit members and/or management

# Prioritizes the Academic Mission

1. Ensures Alaskans have access to highly-qualified faculty
2. Protects faculty working conditions and equitable workloads
3. Ensures full and fair compensation and enhances job security for faculty

Article	Summary	Proposer	Response
9	Multi-year contracts for NTT members Omit AAR forms; then add CV requirements Omit requirement for most dean's AR responses Longer notice for non-renewals	UNAC UNAC UNAC UNAC	Rejected by UA; pending Rejected by UA; pending Rejected by UA; pending Rejected by UA; pending
17	24/7 access to workplace Updated office technology Allow for virtual office hours	UNAC UNAC UNAC	Rejected by UA; pending Rejected by UA; pending Rejected by UA; pending
13	Add program chair/coordinator Specify bi- and tri-partite WL Specify breadth of work done by dept chairs	UNAC UNAC UNAC	Rejected by UA; pending Rejected by UA; pending Rejected by UA; pending

# Prioritizes the Academic Mission

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Article	Summary of Proposals	Proposer	Response
15	Increases to minimum salaries COLA and lump sum adjustments to base pay Completion of 2019 Market Project New market comparators and market pool Summer and overloads proportion to base pay	UNAC UNAC UNAC UNAC UNAC	Pending Pending Implicit Pres rejection 11/18 Pending Pending
16	Increase FTO cash-in to 80 hours	UNAC	Pending
6.3	Delete joint endorsement of AAUP statements; then changed to limiting its application to Article 6	UA UA	Rejected by UNAC Rejected by UNAC

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2. Protects academic freedom to allow for discussion of diverse viewpoints
3. Promotes full-time faculty positions and protects tenure

Article	Summary	Proposer	Response
6.3	Delete joint endorsement of AAUP statements; then changed to limiting its application to Article 6	UA UA	Rejected by UNAC Rejected by UNAC
9.2.5	2nd consecutive unsatisfactory post-tenure review as just cause for dismissal	UA	Rejected by UNAC
9	Multiyear contracts for NTT faculty Longer notice for non-renewals	UNAC UNAC	Rejected by UA; pending Rejected by UA; pending

# Educates for the Common Good

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Article	Summary	Proposer	Response
11	Articulate seven tenets of just cause Require administrator training in progressive discipline Articulate steps before any investigation Distinguish between disciplinary investigation and research inquiry	UNAC UNAC UNAC UNAC	Rejected by UA Rejected by UA Partially accepted by UA Accepted by UA
11	Allow LOE to be used in future disciplinary actions	UA	Pending
14	Maintains author/creator/inventor royalty at 100% of first \$10,000 and 50% thereafter	UNAC	TA'd



# Honors our Differences

1. Institutes salary equity across race, gender, and departments
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3. Protects healthcare benefits

Article	Summary	Proposer	Response
1	Definition of terms/parties Land acknowledgment & joint commitment Return to negotiation table if unfunded	UNAC UNAC UNAC	Rejected by UA Rejected by UA Rejected by UA
4	End union membership with contract expiration Keep UNAC membership until member revokes	UA UNAC	Rejected by UNAC Rejected by UA, pending
17	Remote work options Outside employment options to exceed 10 hr/wk	UNAC UNAC	Rejected by UA; pending Rejected by UA; pending

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Article	Summary	Proposer	Response
5	Specify buyout options for non-teaching faculty Get names of new bargaining unit members at hire	UNAC UNAC	Rejected by UA; pending Rejected by UA
16	UNAC Family Medical Leave Bank Raise pension plan wage base Add Indigenous Peoples' Day holiday Add "memorial or similar event" to funeral leave Institute VERP	UNAC UNAC UNAC UNAC UNAC	Pending Pending Pending Pending Pending

# Builds for the Future

1. Enacts stronger job protections for faculty
2. Ensures meaningful faculty participation in University decision-making
3. Secures support for faculty work under COVID-19 and post-COVID-19 conditions

Article	Summary	Proposer	Response
17	Remote work options Add protections for public health emergencies	UNAC UNAC	Rejected by UA; pending Rejected by UA; pending
13	Add program chair/coordinator Specify bi- and tri-partite WL Specify breadth of work done by dept chairs	UNAC UNAC UNAC	Rejected by UA; pending Rejected by UA; pending Rejected by UA; pending

# Builds for the Future

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Article	Summary	Proposer	Response
2	Bar UNAC officers from shared governance (twice) Added “conflict of interest” language	UA UA	Rejected by UNAC Rejected by UNAC
9, 12	Make it easier to terminate tenured faculty (multiple proposals)	UA	Rejected by UNAC
6.3	Delete joint endorsement of AAUP statements; then changed to limiting its application to Article 6	UA	Rejected by UNAC

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Thank you UNAC members for your support of higher education in Alaska.