

UNAC Proposal Presented 8/30/21

UA Counterproposal 1 Presented 9/13/21 ~~rejected language from UNAC~~

UNAC Counterproposal 1 Presented 9/14/21 ~~rejected language from UA~~

UA Counterproposal 2 Presented 9/20/21 ~~rejected language from UNAC~~

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

UNAC Counterproposal 2 Presented 10/4-5/21

UA Counterproposal 3 Presented 10/18/21

UNAC Counterproposal 3 Presented 1/25/22

## ARTICLE 1

### *Agreement and Duration*

This agreement is made and entered into this first day of January ~~2022~~2017 by and between ~~the two legal entities by and between the administration of~~ the University of Alaska ("University" ~~"UA Administration" and/or "Management"~~), ("University") and United Academics - AAUP/AFT Local 4996 ("United Academics", ~~"Faculty," "UNAC Association"~~ and/or "Union"). ~~\*The University is made up of three independently accredited institutions of higher education, each composed of faculty, students and staff, who accomplish the academic missions of each university. The University is managed by designees of the President ("Management"), who is charged by law with the responsibility to manage and administer the affairs of the institution.~~(From \* UA deleted in Counter Proposal 9/20/21)

~~The University 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.~~(UA deleted in Counter Proposal 9/13/21)

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This Agreement shall be effective as of January 1, ~~2022~~2017, and shall remain in full force and effect to and including December 31, ~~2024~~2019. No later than August 1, ~~2024~~2019, 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,

20242019.

The monetary terms of this Agreement are not effective until ~~they have been approved~~ funds are appropriated by the legislature pursuant to AS 23.40.215. ~~If the legislature does not approve the monetary terms of this Agreement, then the parties agree to renegotiate the Agreement.~~ (UA deleted in Counter Proposal 9/13/21) ~~If the legislature does not approve the monetary terms of this Agreement, then the parties agree to renegotiate the Agreement.~~(UA deleted in Counter Proposal 9/20/21)