



UNAC'S PLATFORM FOR 2021 CONTRACT NEGOTIATIONS

Faculty working conditions are student learning conditions

Negotiations start on August 30th

Dear UNAC Members,

Thank you for sharing your concerns and priorities for our upcoming contract negotiations. Your abundant comments included a clear mandate for your negotiating team.

Compensation issues were the primary item you want to see addressed in several different ways in our Collective Bargaining Agreement: cost of living increases, market adjustments, pay inversions, and pay equity. In addition to the clear need to address issues of compensation, you were clear and articulate about the need to support job stability for faculty in order to sustain academic quality in all facets of our universities' missions. Finally, you also expressed the need for affordable and equitable benefits in order to retain existing members and to be able to recruit new faculty. Your negotiating team is proud to represent your interests and we are deeply grateful for your contributions to higher education for Alaska and its diverse peoples.

An overwhelming majority of you responded that you would be willing to speak out in support of a fair and equitable contract for UNAC faculty. This outreach can start now in these three important ways:

1. Mark your calendar for August 30th and 31st to attend the first negotiation session between your UNAC bargaining team and the University administration team on the UAA campus (Zoom attendance may be possible--stay tuned!);
2. Review the attached UNAC Negotiation Platform and share how you contribute to the four goals for excellence with your neighbors, local papers, and state senators and representatives;
3. Volunteer to participate in UNAC student success stories to help educate our communities on the impact of the work of our faculty. Contact Jill Dumesnil (jill.dumesnil@unac4996ak.com) or Tara Palmer (tara.palmer@unac4996ak.com) for more information on how to participate.

Faculty working conditions are student learning conditions; let's make sure that faculty

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UNAC is committed to these four tenets of excellence in higher education for Alaska:

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

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