



Negotiations Update: 10/25 and 10/26

Dear United Academics Faculty Members:

Below is a summary of events from negotiation sessions on Monday, October 25, 2021, and Tuesday, October 26, 2021. Our website, unitedacademics.net, includes the presentations we've delivered to date and an updated list with links to articles we've presented thus far. We are working hard to protect your working conditions!

Language changes both parties have agreed to

- “University” means the administration side of the University of Alaska system.
- “Bargaining Unit Member” means all faculty members throughout the system who work more than 51% FTE, with the current exception of post doctoral fellows in the first three years and visiting professors in their first year. (We are attempting to change the language excluding these faculty members during their first one to three years.)
- “Their” in place of “he/she.”
- Numerals in parentheses following spelled-out numbers.

Resolution of Disputes

- The administration’s team brought their Article 7 counter offer from October 5 back to the table this Monday (10/25), ignoring changes we proposed on October 19.
- They even left *the same typo and crossed out commas that are, in fact, necessary.*
- It includes no real changes to existing language and did not even include our fix to their typo.

Workloads and Department Chairs

- We are using edited language from last year’s CBA Thinktank group to specify the duties of department chairs/program heads and the requirement that chairs/heads/coordinators be UNAC faculty.
 - The administration’s team is, so far, unwilling to accept these additions.
 - They are also unwilling to consider addition of the terms “program head/chair/coordinator” to accommodate our former UAFT colleagues at rural campuses where they often have programs instead of departments.
- They have asserted that supervisors get to appoint department chairs, rather

than department or program faculty holding an election to determine their next chair.

- They've also asserted that chairs do not need to be UNAC faculty, claiming an adjunct or an administrator can be a department chair or program head.

They Still Don't Understand Shared Governance

It's become clear that the administration's team doesn't understand what shared governance means and doesn't like the union's presence or reports at Faculty Senate meetings.

- Shared governance is more than Faculty Senates; it's curriculum work, student learning outcomes assessments, and the work of department chairs, among other things.
- Senates can and do invite whomever they want to invite to meetings. They can also choose to recognize anyone in attendance, whether invited or not, to speak.
- The union IS faculty members, so of course there is union presence at every senate meeting!
- United Academics leaders assume, until proven otherwise, that faculty members are professionals who avoid conflicts of interest when they arise, and there is no conflict with union reports or with faculty asking questions during the report at senate meetings. There is also no conflict with union leaders participating in any other form of shared governance.
- Faculty Senates are fora for the free exchange of ideas and discussion of issues relevant to the health and integrity of the institutions.

The bottom line is that they can't separate faculty members from UNAC members because we are one and the same, but they really want to.

Travel and Professional Development

- We want to remove the word 'travel' from the requirements for spending professional development money, but their team insists the primary use for professional development funds is for travel.
- The reality is that Covid-19 has changed the landscape for professional development, and travel to large conferences is not necessary or even encouraged right now.
- We don't want to bar the future use of funds for travel, we just don't want to limit the use to travel expenses.
- Virtual conferences and trainings have expenses too, and the funds should be available for those needs.
- Virtual or distance professional development is better for many members who have personal responsibilities or conditions that limit their ability to travel safely.

Working Conditions

The administrative team took issue with our proposal to add language clarifying several things:

- Faculty can and do complete portions of their work from off-site locations.
- That the administration "shall provide a safe and healthful working environment for all of its employees."
- Allowing for more than 10 hours of external activities, which is especially necessary for our clinical nursing faculty who need to maintain their licensures with at least 12 hours of clinical shifts per week.
 - Our additional language was copied and pasted from proposed BOR language updating requirements and limitations to outside activities.

- The administrative team didn't recognize it and the administration's chief negotiator expressed that it may be illegal, although the proposed BOR language came from the UA General Counsel's office.

Make Your Voice Heard: BOR Public Testimony Opportunity

Please call in to participate in public testimony to your Board of Regents on Monday, November 1, 2021, from 4:00 p.m. - 5:00 p.m.

Topics of testimony can include:

- Telling them about the awesome work you and/or your students are doing.
- The value of shared governance to your institution.
- The importance of land acknowledgements and UA's commitment to the inclusion of Alaska Native peoples.
- Your support for United Academics' negotiation team.
- Items relevant at your location or department/program.

It's important that our Regents hear from faculty members, especially during a bargaining year. Here are instructions for public comment from the BOR website:

Please call 1-866-831-8713 to join the queue to testify.

Provide your first and last name to the operator; your call will be placed in a queue and monitored. When it is your turn to speak the operator will notify you and transfer the call into the audio conference.

Upon transfer, introduce yourself: "Mr./Madam Chair and members of the Board of Regents, my name is (your name), calling from (city) then begin your testimony.

Comments are limited to two minutes per individual or as determined by the chair.

Watch More Negotiations Monday, November 1 and Tuesday, November 2

Same Zoom channel. Same Zoom link. We'll send a reminder with the link each morning. It's also on our [website](#) under the '2021 Negotiations Updates' tab.

Thanks to the dozens of faculty members who have logged on to watch and/or supported us in other ways. We have a busy few weeks of negotiating ahead!

In solidarity,
Your United Academics Negotiations Team

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United Academics Local #4996 (UNAC) is the bargaining unit that represents all non-adjunct, full-time faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).

[Visit our Website](#)

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