



## Negotiation Update: 10/4 and 10/5

To United Academics Faculty Members:

Negotiation sessions on Monday and Tuesday followed the same pattern we've seen previously from the UA management team. They come to sessions with minimal material prepared, yet their motives are clear. Their team is trying to decrease the safeguards protecting your jobs. We're fighting their efforts and aim to maintain and strengthen y/our working conditions.

### **FACULTY ATTENDANCE at Negotiations:**

Over 100 different faculty members have attended at least one negotiation session to witness the action for themselves. Thank you to everyone who has logged on for however long you were able to watch y/our contract being negotiated! If you haven't had time to attend yet, we hope you'll find time in the upcoming sessions. It's okay to log in for half an hour, or even less, and then leave if you need to. Your presence in the audience shows both teams that you care what goes into y/our next CBA.

### **THANK YOU to the Tri-Chairs of the Alaska Native Studies Council:**

We'd like to say a special thank you to Dr. Maria Williams (UAA), Dr. Sean Asiqluq Topkok (UAF), and Dr. X'unei Lance Twitchell (UAS) for their excellent presentation on Monday regarding the significance of adding a land acknowledgement and commitment to full participation of Alaska Native peoples in the university into our CBA. Their testimonies were powerful and important, and we hope the University's management team heard them. Over forty faculty members from across the state attended to watch their presentation.

### **OUR PROPOSALS on Monday and Tuesday:**

- Maintain endorsement of AAUP's "1940 Statement of Principles on Academic Freedom and Tenure" and the AAUP statement "On Collegiality As a Criterion for Faculty Evaluation."
- Add a land acknowledgement and commitment to full participation of Alaska Native peoples in the university to the CBA.
- Reject the administration team's discriminatory proposal to bar UNAC leaders from participating in shared governance.
- Clarify the union's right to participate in new faculty orientations and to distribute membership forms for voluntary signing.
- Clarify that professional development funds can be used for more than just travel.
- Maintain existing language of using 'credit hours' to measure release time for UNAC leadership rather than the administration's suggested change to 'workload unit.'
- Add progressively longer contract periods for non-tenure track faculty and longer notices of non-retention for all faculty members.
- Change annual activity reports to annual reviews with only a current CV and a personal narrative required on an annual basis.
- Stop requiring student evaluations in promotion and tenure files due to well-documented biases against women and minority faculty in student evaluations.
- Stop requiring letters from external reviewers in promotion and tenure reviews except as required by individual unit criteria and at the discretion of faculty members.
- Maintain that disciplinary material should be removed from personnel files, with

certain exceptions as currently described in Article 12.

## **THE ADMINISTRATION TEAM'S PROPOSALS on Monday and Tuesday:**

- Maintained their idea to disallow UNAC leadership from participating in shared governance and reintroduced this discriminatory exclusion.
- Suggested changing 'credit hour' to 'workload unit' for defining release time for UNAC leadership.
- Rejected our proposal to omit the complaint process and rely only on grievances for resolution of disputes.
- Rejected our proposal to include ALL non-adjunct faculty as UNAC members, excluding 'post doctoral fellows during their first, second and third years of employment, and visiting faculty in their first year of employment' from union membership.

## **SIGNIFICANT QUESTIONS AND COMMENTS from the Administration's Team on Our Proposals:**

- Suggested that adjuncts and faculty with 51% administrative loads can be department chairs.
- Reluctant to add 'program coordinators' as an alternative title to 'department chair,' an addition that better accommodates our members who were formerly UAFT members. This is our first bargaining session since merging the two unions, so some adjustments such as this are necessary and should be easily agreed upon.
- Continued to insist that faculty who serve on United Academics' Executive Board and/or Representative Assembly cannot participate in shared governance, with special focus on barring these faculty members from serving as Faculty Senators.
- Want to keep all disciplinary material in personnel files forever.

## **SUMMARY OF ACTIONS To-Date:**

Currently, the administration's team has eleven of our article proposals to respond to, and we have one of their proposals, plus a small portion of article 15. Four of the twenty-two articles remain to be presented for negotiation. In total, UNAC has initiated discussion on seventeen articles and the administration's team has initiated discussion on five articles and two small sections of another article that UNAC presented in full. The teams tentatively agreed to (TA'd) article 20 on Monday, for a total of six TA'd articles.

## **ACCESS TO OUR ARTICLE PROPOSALS and Counter-Proposals:**

Visit our [website](#) for a full list of articles we presented on Monday, October 4 and Tuesday, October 5, as well as a full list of TA'd articles. We've provided links to PDFs of TA'd articles and our proposed articles for you to read in full. The proposed articles are becoming a bit unwieldy with strike-throughs, colored fonts, and highlights documenting the history of exchanges to-date; we've provided keys at the top of each article to help make sense of the color-coding, as well as clean copies of the most recent version at the end of the PDFs.

## **NEXT NEGOTIATION SESSIONS:**

Monday, October 18 and Tuesday, October 19, 2021. We'll email the Zoom link both mornings.

You can also find the Zoom link, and negotiation status updates, on our [website](#).

In solidarity,

Your United Academics Negotiation Team

## **UNAC CONTACTS**

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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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