



Negotiations Update: 11/1 and 11/2

Dear United Academics Faculty Members,

We've wrapped up another week of negotiations without any new Tentatively Agreed (TA'd) articles. We've made a bit of progress, as you'll see below, but it is obvious that the two teams have very different priorities. Those of you who have logged on to watch have likely noticed this.

Recap of United Academics' Priorities in Negotiations

With so many of the articles on the administration's side of the table, our team decided that we should prepare a Monday morning presentation to compare each team's proposals to UNAC's [Negotiation Platform priorities](#), and to remind the administration's team of why we are proposing certain changes. For example, only 8% of our voting members will accept a CBA that doesn't contain raises, and it's a justified stance. Our faculty members are underpaid compared to peer institutions, and other Alaska public employee unions have negotiated raises in their current CBAs. We want to remind them that, while they are focused on increasing budgetary flexibility by undermining faculty job security, faculty members have been focused on working hard for the University of Alaska through incredibly stressful times.

Log on to Zoom at 9:00 a.m. on Monday morning (11/8/21) to watch your negotiation team give their next presentation. We'll send the link before 9:00 a.m. on Monday. Thanks in advance for attending if you can.

Status Report

Our [website's homepage](#) includes links to all of our article proposals and counter-proposals, to-date, and our [Compensation](#) and [Opening Statement](#) slideshows, which we've presented at the table.

The article proposals are color coded with a key on the top left to show language changes each team has accepted or rejected. Scroll down on our homepage to find these items. We've had no response yet to our compensation and personnel benefits proposals.

On our side of the table (article proposals we need to respond to):

- Articles 1 (*Agreement and Duration*)
- 9 (*Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination*)

**The Administration's Team has marked their proposals confidential so we cannot provide links.*

On their side of the table (article proposals they need to respond to):

- [Article 2 \(Purpose\)](#)
- [Article 3 \(Recognition\)](#)
- [Article 4 \(Membership, Dues Deduction, and Agency Fee\)](#)
- [Article 5 \(United Academics Representatives and Privileges, Release Time\)](#)
- [Article 6 \(Academic Freedom and Responsibility\)](#)
- [Article 7 \(Resolution of Disputes\)](#)
- [Article 12 \(Personnel Files\)](#)
- [Article 13 \(Workload\)](#)
- [Article 15 \(Compensation\)](#)
- [Article 16 \(Personnel Benefits\)](#)
- [Article 17 \(Working Conditions\)](#)

Articles yet to be presented:

- Article 10 (*Reduction in Force*)
- Article 11 (*Disciplinary Action*)

Articles we have tentatively agreed to (TA'd):

- [Article 8 \(Construction of Agreement\)](#)
- [Article 14 \(Intellectual Property\)](#)
- [Article 18 \(Management Rights\)](#)
- [Article 19 \(No Strike/No Lockout\)](#)
- [Article 20 \(Meet and Confer\)](#)
- [Article 21 \(Severability\)](#)
- [Article 22 \(Totality of the Agreement\)](#)

Progress: Full Membership Continues Until Faculty Opt-Out

Things started off on a positive note on Monday when the administration's team agreed not to include language stating that all opt-in membership forms would expire with the end of the next CBA. They have agreed that members who opt-in will remain members indefinitely, until they leave UA or fill out a dues-revocation form. This is an important point of agreement for both teams, as it would have been impossible for HR to process nearly 700 forms over the holidays, and it would have been very difficult for United Academics to get all of our current dues-paying members to resubmit a form during the busiest time of the semester and year.

We presented a counter-proposal to the same article later the same day that included their accepted language as well as language that's in the current UA Crafts and Trades (Local 6070) Union to ensure timely processing of membership forms. We had hoped we might TA article 4 on Tuesday, but it remains on the management side of the table.

We've Agreed to Keep the Complaint Process

We agreed to continue including a complaint process along with a grievance procedure, but have expanded the opportunity to bring all complaints to an Appeals Board rather than just tenure and promotion decisions.

Ignoring Our Efforts to Make the Contract Clearer and Streamline Reviews

In our previous proposal for article 9 (*Faculty Status, Appointment, Evaluation, Promotion, Tenure, Termination*), we spent hours reorganizing the content to make it clearer and easier to navigate, and to make the format more equitable for our non-tenure track members. The administration's team dismissed all of our reorganization work and used the current CBA version of Article 9 to discuss their counter-proposal. This was a disappointment for the United Academics team, as we had hoped that both parties could mutually agree that our reorganization efforts improved the clarity of the otherwise long and repetitive article.

They also insist on keeping the annual activities report in its current format, whereas our team had proposed changing the requirements to include a current CV and a personal narrative without the use of repetitive online forms. Regarding promotion and tenure reviews, their most recent proposal kept student evaluations as a required part of files despite our extensive bibliography related to biases in student evaluations. Their team also kept the requirement of external review letters, which we had made optional so that only disciplines that found them relevant and valuable to the review process need continue to provide them.

Of note, the administration's team did agree to remove the requirement that non-tenure-track faculty wait at least five years before applying for promotion. This is great news for our non-tenure track members. They have not, however, agreed to implement a systematic, multi-year contract system for long-term non-tenure-track faculty.

New Hire List, Please?

The administration's team continues to tell us it would be a breach of confidentiality for them to give United Academics a list of people who have signed new hire paperwork before their actual first day of work. Our lawyers tell us that state and federal laws do not support the administration's view.

United Academics is entitled by law to information for all new Bargaining Unit Members upon request, and we insist that codifying this in the CBA is reasonable. Furthermore, current job postings already include a disclaimer that the application is subject to public disclosure under the Alaska Public Records Act. Rather than have a rolling Public Records Request in effect, access to new hires should be an easily agreed upon topic in our Collective Bargaining Agreement, as it is in many other CBAs.

Log on at 9:00 a.m. Monday morning for our presentation!

Next Bargaining Sessions:

- Monday November 8 and Tuesday November 9
- Monday, November 15 and Tuesday, November 16
- Monday, December 6 and Tuesday, December 7

**all sessions begin at 9:00 a.m., with lunch from 12:00-1:00 p.m. We also take intermittent breaks throughout the day to meet privately with our negotiation teams.*

We'll send the Zoom link Monday morning. Log on when you can, and send us your feedback!

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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