



## Negotiations Update: 11/8 and 11/9

To United Academics Bargaining Unit Members:

Another week of negotiations is in the history books. Although progress remains slow and negotiations continue to be difficult, we made a bit of headway this week. Also, although both teams had hoped to finish by the end of the fall semester, negotiation sessions have been scheduled for January 18-19, 25-26, and February 7-8. Please read on for the latest updates.

### Opening Presentation

We started Monday morning with a [presentation](#) reviewing the [priorities](#) guiding UNAC's negotiations and how our CBA proposals directly align with those: Prioritize the Academic Mission, Honor Our Differences, Educate for the Common Good, and Build the Future. We also reviewed our rationale and justifications for faculty raises and our previously presented comparisons to data from our peer institutions, including cost of living and amount of budget spent on faculty. This led to a winding discussion about pay equity within departments and across the university system. We are still waiting for a response from the UA Administration team on our proposed enhancements to [compensation](#) and [benefits](#).

### Personnel Files and Disciplinary Material

We continue to disagree about the length of time that certain disciplinary material should be kept in personnel files.

- The UA Administration team continues to counter with the same language they originally presented on September 20 that would significantly change the current records retention policy and give UA permission to keep all personnel records permanently.
- We continue to [advocate](#) for continuing the current practice of purging personnel files of moot issues after two years, excluding instances of sexual harassment, physical assault, discrimination, theft, fraud, scientific misconduct, or substance abuse.
- Given that this policy has been in the CBA since 1998, and absent any compelling evidence that there have been specific problems with the current practice over the past two decades, removing personnel records two years after successful resolution is a reasonable and common practice that will protect members from the potential misuse of information.

### Post-Doctoral Fellows & Visiting Professors Are

# Members Immediately

Despite a clear Alaska Labor Relations Agency (ALRA) ruling to back [UNAC's proposal](#), the two teams continue to disagree about when post-doctoral fellows and visiting professors become members of our bargaining unit.

- Due to the merger of UNAC and UAFT in 2018, the United Academics team seeks to update the new CBA to reflect the current definition of "bargaining unit member" as [defined by ALRA](#) (p. 8) to specifically include all post-doctoral fellows and visiting professors/instructors as members of our bargaining unit.
- The UA Administration team continues to insist that the new CBA should retain the outdated pre-merger definition of bargaining unit member, which excludes post-doctoral fellows and visiting professors during their first years of employment.
- The UA Administration's proposal directly contradicts ALRA's legally binding ruling. They have defended this by claiming that their outdated language was "negotiated," despite having made the opposite argument regarding membership issues after the Supreme Court's JANUS v. AFSCME decision.

## Tentative Small Gains

### (relevant articles are not yet TA'd)

- UA Administration has agreed not to revoke the payroll deduction of dues without written consent from faculty who have previously opted in as active members. This means that the sunset clause in [Article 4](#) will be removed.
- Both teams have agreed to strike the term 'travel' from the allowable use of professional development funds in [Article 5](#). By removing this restriction, these funds will now be available for our bargaining unit members to attend virtual conferences and other types of professional development that don't require travel. This helps ensure equal access to these funds for all of our bargaining unit members.
- While the exact timing is still under discussion, UA Administration has agreed to send all new faculty the following information:
  - notification of UNAC bargaining unit representation
  - opt-in voluntary membership
  - link to the CBA

## Status of CBA Articles

### UNAC needs to respond to:

- Article 1 (Agreement and Duration)
- Article 5 (UNAC Representatives and Privileges, Release Time)
- Article 9 (Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination)

*\*We can't provide links to the UA Administration team's proposals due to a confidentiality clause they've included on their drafts.*

### UA needs to respond to:

- [Article 2](#) (Purpose)
- [Article 3](#) (Recognition)
- [Article 4](#) (Membership and Voluntary Dues Deduction)
- [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)

# CALLS TO ACTION

**Email Your Administrators and the Board of Regents**

Send emails to your chancellor and provost, [Interim-President Pitney](#), and the [Board of Regents](#) stating that the UA Administration's team is not responding promptly nor directly to UNAC's proposals, and this will directly result in the delayed ratification of a new CBA by our active membership. In addition, write to them about your particular concerns about items we are negotiating, or just let them know you support the United Academic's negotiation team.

## Use the UNAC Logo for your Profile Picture

To make the UNAC logo be your profile picture:

1. Right click on the image below and select 'save image as'
2. Save it to your computer
3. Go to your Zoom account and locate your profile
4. Click on your current profile picture to change your photo
5. Upload the UNAC logo you've saved to your computer
6. Click save when you're finished
7. Log on to your next Zoom meeting

If you follow this process, you should be able to turn our logo into your Zoom profile picture. We hope you'll use it when you attend negotiations and other work-related meetings.



## 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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