



Negotiations Update 1/24 & 1/25

Please Take Our Short Survey

We want to make sure we focus our energy on your priorities. Please complete our [survey](#) if you haven't already. Your feedback on priorities is crucial for the team as we move toward a final contract. Thank you in advance for helping us bargain the best possible contract for you.

All Non-TA'd Articles are on the Administration's Side

Perhaps they'll prepare a package accepting all of our proposals the next time we meet, and we can draw these negotiations to a close.

Highlights from our Proposals that Currently Sit with the Administration's Team:

- 3% cost of living adjustments or the previous calendar year annual percent change in the consumer price index (CPI) for urban Alaska, whichever is greater., in FY 23, 24 and 25 ([Article 15](#))
- Increased salary minimums for each rank ([Article 15](#)):
 - Post-Doctoral Fellow \$42,250 36,600
 - Instructor/Lecturer \$55,100 47,500
 - Assistant Professor \$66,100 57,000
 - Associate Professor \$72,800 63,000
 - Professor \$80,100 69,000
- \$1,000 lump sum distribution in FY 23, 24, and 25 that is also added to base salary for the following year ([Article 15](#))
- Completion of the UA Market Compensation Project to include an \$18 million pool for salary adjustments to members whose salary is 10% or more under market rate ([Article 15](#))

- Convening of an equity labor-management committee to determine the process for an equity study, with \$1 million provided to bring all UNAC members to equitable levels of compensation. ([Article 15](#))
- Professional development funds in FY 23, 24, 25 ([Article 16](#))
- 85% University contribution to health care costs ([Article 16](#))
- Raise the University Pension Plan wage base to the current Social Security Wage Base in effect July 1, 2022, and adjust to current base on July 1 of each succeeding contract year ([Article 16](#))
- Add Indigenous People's Day as a holiday ([Article 16](#))
- 10 days FTO cash-in per academic year ([Article 16](#))
- Codify the UNAC Sick Leave Bank, formerly the UAFT Sick Leave Bank ([Article 16](#))
- Add parental leave to eligibility for UNAC Sick Leave Bank ([Article 16](#))
- Voluntary Early Retirement Program ([Article 16](#))
- Free Parking ([Article 16](#))
- Multi-Year Contracts for Non-Tenure Track faculty ([Article 9](#))
- Revised land acknowledgement ([Article 1](#))
- Non-Discrimination against UNAC leadership in shared governance roles ([Article 3](#))
- Continued endorsement of AAUP "[1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments](#)," issued by the American Association of University Professors and the Association of American Colleges, and the 1999 statement "[On Collegiality as a Criterion for Faculty Evaluation](#)" ([Article 6](#))
- Longer notice time for non-renewal of faculty members ([Article 9](#))
- Simplified annual activities report ([Article 9](#))
- Protections for tenured faculty in discontinued or reduced programs ([Article 10](#))
- Adding the Seven Tenets of Just Cause and progressive disciplinary training for administrators, to clarify disciplinary procedures ([Article 11](#))
- Clear definition of program coordinator/head, department chair/head duties, clear nomination process, and workload credit for duties ([Article 13](#))
- Meet and Confer meetings and cooperation between UNAC and Administration regarding health and safety workplace issues ([Article 17](#))
- The right to work remotely when possible without compromising quality of work ([Article 17](#))
- Technology updates every 2-3 years ([Article 17](#))

- Extended allowable hours of outside employment to accommodate faculty members who require clinical or shop hours in excess of 10 hours per week, not to exceed 27.5 hours per week, in order to remain certified in their field. ([Article 17](#))

Shared Governance in a Collective Bargaining Environment

On January 14, the UA General Counsel's office sent an opinion memo to Faculty Senate presidents and the chair of Faculty Alliance. On January 18, they presented Article 2 and focused an hour-long discussion on conflicts of interest with UNAC leaders who also participate in shared governance, without once bringing up the opinion memo from UA's General Counsel.

Five days later, the Administration's lead negotiator and Director of Labor Relations and Employee Engagement sent the memo to Abel, Melanie, and Tony. This memo, which didn't need to be written, should have been sent to UNAC's Executive Board, not the Negotiation Team.

Highlights from General Counsel's Opinion Memo:

- Acknowledges that [NWCCU accreditation standards](#) require faculty, staff, and student inclusion for matters in which each has a 'direct and reasonable interest,'
 - Clarifies that the above inclusion is advisory only and "these NWCCU requirements do not affect ultimate (administrative and Board of Regents) authority for decision-making."
- Emphasizes [BOR policy](#) (03.01.010.D) stating that governance carries out its functions "subject to the authority of the board, the president and the chancellors."
- Asserts that "governance does not have a role in the collective bargaining process or in asserting rights of represented employees under the Collective Bargaining agreement."
- Claims that bargaining unit members, who ARE the union, do not have the university system's best interests at heart by stating, "Unions by law must serve the interests of employees, not the employer." By protecting faculty working conditions, the union contributes to the health and functioning of our 3 separately accredited universities.
 - Faculty are the university system, and faculty are the union. Without a full-time faculty workforce, there would be no university system.
- Intimidates leaders of Shared Governance by claiming that "Governance actions affecting terms and conditions of employment addressed in the CBA or impacting bargaining potentially establish unfair labor practice claims."
 - To be clear, Faculty Senates and Faculty Alliance cannot commit an [unfair labor practice](#); only the union or the administration can do that.
- Asserts that "participation by union leadership in governance roles would create a structural conflict of interest whenever governance matters affect union interests"

Examples of When Governance Matters Affect Union

Interests:

- promotion and tenure processes
- faculty handbooks
- workloads (e.g., shared governance is part of university service in UNAC workloads)

Our Affiliate organizations, AFT and AAUP, hold the view that Shared Governance is strengthened in Collective Bargaining environments. Read this [AAUP article](#) on the continued relevance of shared governance, as well as the AFT report linked below.

AFT Report on Shared
Governance

Summary of Articles Exchanged

A Rejected Package Proposal

The Administration's Negotiation Team gave us a flimsy package proposal of Articles 3 and 17, and we rejected it. In their Article 3: Recognition counterproposal, they continue to include language preventing post-doctoral fellows from being bargaining unit members during their first 3 years of employment, claiming that these faculty members are 'basically graduate students still needing supervision.' However, mentorship is expected for all new, junior faculty members.

While these faculty are currently excluded from the bargaining unit, that language pre-dates and is out of compliance with the [2018 ALRA decision](#) (p. 8) merging UAFT and UNAC, which did not exclude any faculty members working more than 51% FTE. UNAC seeks to be compliant with the ALRA decision by adding all post-doctoral fellows to our bargaining unit.

In [Article 17: Working Conditions](#), they ignored our proposed language clarifying that labor law requires proactive collaboration with unions on health and safety issues, but they added a line clarifying that the administration will notify bargaining unit members of any health risks at their sites. Notifying members of decisions does not qualify as collaboration with the union.

Fighting for Non-Discrimination in Shared Governance

We presented a counterproposal to [Article 2](#), omitting the Administration Team's language concerning conflicts of interest for UNAC leaders serving in Shared Governance roles. The language we rejected fell in line with the opinion memo from UA General Counsel, discussed above and is discriminatory to union leadership.

We introduced [Article 10](#): Changes in Force Due to Discontinuance or Reduction of a Program or Financial Exigency. We also presented a counterproposal to [Article 1](#): Agreement and Duration. The major sticking point on Article 1 has been inclusion of a Land Acknowledgement, which the Administration's Team does not

want in the CBA. We revised our original Land Acknowledgement to address UA concerns about liability; we believe that existing UA non-discrimination policies and federal law address most of our members' concerns.

In Sum

Overall, UNAC negotiations with UA continue to proceed very slowly as UA continues to drag its feet presenting counter proposals. For example, UA has been sitting on UNAC proposals for [Article 9](#): Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination, [Article 15](#): Compensation, and [Article 16](#): Personnel Benefits, for three months or more without providing a single counter proposal for any of them. UA claims that this amount of time is needed to assess all the changes UNAC is proposing, but we are dubious.

We encourage UNAC bargaining unit members to continue to watch/listen to UA/UNAC negotiations and contact the [UA system president](#), members of the [UA Board of Regents](#), campus leadership (e.g., your Chancellor, Provost, and dean/director), and the UA negotiation team (lead negotiator [David Eisenberg](#)) and urge them to work with UNAC to develop a fair and competitive collective bargaining agreement for our membership and the University of Alaska system.

Follow us on [Twitter](#) (@unac4996ak) and join our [Facebook group](#) (United Academics AAUP/AFT local 4996) if you use either or both platforms. We'll use these platforms as additional venues for communicating important news and events.

Thank you for your hard work as faculty members serving to fulfill the missions of all three universities and their local campuses. We appreciate you!

The United Academics Negotiation Team is committed to fighting for fair working conditions and competitive compensation for all of our bargaining unit members.

Status Of CBA Articles

For a full run-down of our progress during the fall semester, please visit www.unitedacademics.net

Our website's homepage includes our negotiation-related presentations to-date as well as the links below of all of our article proposals and all of the Tentatively Agreed (TA'd) articles.

UNAC needs to respond to:
nothing

UA needs to respond to:
[Article 1](#): Agreement and Duration
[Article 2](#): Purpose
[Article 3](#): Recognition
[Article 6](#): Academic Freedom and Responsibility
[Article 9](#): Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination
[Article 10](#): Changes in Force Due to Discontinuance or Reduction of Program or Financial Exigency

[Article 11](#): Disciplinary Action
[Article 13](#): Workload
[Article 15](#): Compensation
[Article 16](#): Personnel Benefits
[Article 17](#): Working Conditions

Articles Both Teams Have Tentatively Agreed Upon (TA'd):

[Article 4](#): Membership and Voluntary Dues Deductions
[Article 5](#): United Academics' Representatives and Privileges, Release Time
[Article 7](#): Resolution of Disputes
[Article 8](#): Construction of Agreement
[Article 12](#): Personnel Files
[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 Agreement

NEXT BARGAINING SESSIONS

- Monday, February 7 and Tuesday, February 8
 - Monday, February 21 and Tuesday, February 22
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UNAC NEGOTIATION TEAM CONTACTS

Lead Negotiator - [Tony Rickard](#), Ph.D. UAF
tony.rickard@unac4996ak.com

President - [Abel Bult-Ito](#), PhD
abel.bult.ito@unac4996ak.com

UAA Representative - [Tara Palmer](#)
tara.palmer@unac4996ak.com

UAS Representative - [Jill Dumesnil](#), PhD
jill.dumesnil@unac4996ak.com

UAF Representative - [Kris Racina](#)
kris.racina@unac4996ak.com

Extended Sites Representative - [Andy Anger](#) (UAF CTC)
andy.anger@unac4996ak.com

Contract Manager - [Melanie Arthur](#), Ph.D.
melanie.arthur@unac4996ak.com

Assistant Contract Manager - [Kate Quick](#), MFA
kate.quick@unac4996ak.com

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).

United Academics AAUP/AFT | P.O. Box 755895, Fairbanks, AK 99775-5895

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