

Here's the Latest in Bargaining

Another week of bargaining is in the books, with two full days of discussion. Monday morning started with the Administration's Team presenting a package proposal of all 11 articles that have not been tentatively agreed upon (TA'd). We spent 12+ hours in discussion and still have one more article from their package to review at the table in two weeks. Then UNAC's Negotiation Team can respond to the package.

Highlights

Inclusion of More Faculty in the Union

The Administration's Team agreed to the legally binding unit definition of UNAC that allows all postdoctoral fellows and visiting professors to be UNAC bargaining unit members from their first day of work rather than after 3 years of work.

However, the Management Team attempted to nullify this important gain by explicitly excluding those faculty members from three of the CBA's most important articles: those related to evaluations, promotions, and termination ([Article 9](#)); workloads ([Article 13](#)); and compensation ([Article 15](#)).

In other words, UA finally admitted the legally binding recognition of post-doctoral fellows and visiting professors as UNAC bargaining-unit members, as defined by the [Alaska Labor Relations Agency in 2018](#), but is now trying to take away some of the most important rights and protections of union membership from post-docs and visiting professors.

Compensation Offer from UA

The Management Team proposed annual 2% salary adjustments, and NO other increases in compensation over the next three years, except at management discretion. This is substantially less than our proposal, which included *"three percent (3.0%) COLA increase to base salary or the previous calendar year annual percent change in the CPI for urban Alaska, whichever is greater,"* plus annual \$1,000 lump sum payments which are also added to base salary ([Article 15](#)).

The current [CPI for urban Alaska](#) is up 7.2% from a year ago, which would mean a 7.2% raise for faculty next year if our proposal were accepted and ratified. We also proposed substantial market and equity increases, which the management team

rejected.

The offer of 2% salary adjustments from UA was expected, as that is what the UA administration is proposing for non-represented employees in the FY23 budget they have submitted to the Alaska legislature. However, the Administration's Team nullified their proposed 2% annual salary increases for UNAC faculty by also proposing furloughs for faculty in their proposal for Article 10, defined as follows: *"temporary unpaid leaves of absence or prospective, temporary reductions in pay and equivalent work hours."*

The furloughs were presented as a way to prevent more program closures and non-retentions or non-renewals of faculty members; they would be determined at the discretion of UA administration. The UA management team, perversely, tried to present the furloughs as a good thing for UNAC bargaining unit members while also acknowledging that 10-days of furlough over the three years of the new CBA would result in a 3% annual pay CUT, despite the 2% salary increases they are proposing.

The bottom line: a 2% annual raise accompanied by a 7.2% increase in CPI and potential furloughs equals a massive pay cut for UA faculty who have only had one 1% raise in the last five years.

We oppose any further cuts to UA's programs and faculty, and the UNAC Negotiation Team strongly believes that it's time for the UA system to re-invest in faculty. Furloughs and marginal across-the-board salary increases (that do not even total - over three years - the CPI increase for just the past year) are not the answer and are not sustainable management strategies.

Management should be advocating for more funding from the legislature and governor; the state budget is in a better place than in recent history, and the [Consumer Price Index \(CPI\) is rising at 7%](#) annually, reducing people's spending power. The UA administration can also reallocate existing funds within the UA system from a top-heavy administration to academic units where UNAC members do the actual work of the university.

[Other public unions](#) in Alaska have bargained raises in recent contracts. UNAC faculty have only had one 1% raise in five years (10% decrease in purchasing power), UA has reduced our numbers by 40% over the past 10 years, and our membership generates tens of millions of dollars more in tuition, fees, and external grants and contracts each year beyond the annual total cost of our salaries and benefits (see our earlier negotiation presentations at www.unitedacademics.org)

We don't believe that our financial proposals are too expensive, but we are, of course, willing to compromise in a reasonable manner. We composed our proposals based on the tuition and revenue our current faculty members bring to UA. The state budget is looking up. Money within the UA system's budget is always found for the administration's priorities. Faculty should be a priority.

- **We teach the students**
- **We guide the students' research and creative activities**
- **We create the research and creative work that brings**



Summary of Items Your UNAC Negotiation Team Proposed that UA Did Not Accept

- Revised land acknowledgement ([Article 1](#))
- Non-Discrimination against UNAC members in shared governance ([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](#))
- Multi-Year Contracts for Non-Tenure Track faculty ([Article 9](#))
- Longer notice time for non-renewal of faculty members ([Article 9](#))
- Simplified annual activities report ([Article 9](#))
- Elimination of student evaluations from promotion and tenure files, due to the large body of research that demonstrates they are biased against female and minority faculty members ([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](#))
- 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 not \$36,600
 - Instructor/Lecturer: \$55,100 not \$47,500
 - Assistant Professor: \$66,100 not \$57,000
 - Associate Professor: \$72,800 not \$63,000
 - Professor: \$80,100 not \$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 labor-management committee to determine the process for an equity study, with \$1 million provided to bring UNAC members to equitable levels of compensation. ([Article 15](#))
- 85% University contribution to health care costs, up from current 82% ([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, increased from the current 5 days ([Article 16](#))
- Codify the UNAC Leave Bank, formerly the UAFT Leave Bank ([Article 16](#))
- Add parental leave to eligibility for UNAC Leave Bank ([Article 16](#))
- Voluntary Early Retirement Program ([Article 16](#))
- Free Parking ([Article 16](#))
- 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](#))

Where Things Go from Here

We'll meet again on February 21-22 to finish discussing the Administration Team's package proposal and continue negotiations. Meanwhile, the UNAC negotiating team is in discussion regarding our response to the package, which may include a new presentation from the UNAC Team as part of the process. Stay tuned!

Help Your Bargaining Team

Write letters and emails to any or all of the following: the [BOR](#), [Interim-President Pat Pitney](#), lead negotiator [David Eisenberg](#), and your Chancellor and supervisor, telling them what a fair contract would mean for you, or how any of the above proposals would affect you.

Monday, February 14, is BOR public testimony. Call in at 4:00 p.m. and advocate for a fair contract that values faculty: 1-866-831-8713

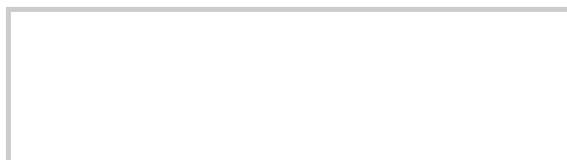
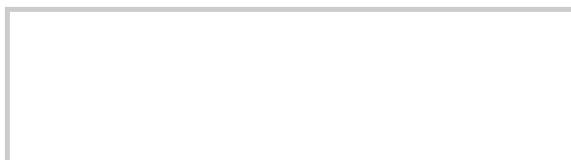
Consider writing a letter to the editor of your local newspaper, or a community perspective piece, highlighting any element of the important work being done throughout our system, or any element from bargaining that you want to publicize.

Use one of our images below for your Zoom profile or on social media

A number of faculty in attendance at bargaining have been adapting our images, and we think it's great! Send us your own renditions of these, as well as virtual-signs that you design yourself. You can email them to membership@unac4996ak.com or post them on our [Facebook group](#).

FACULTY
WORKING
CONDITIONS
=
STUDENT
LEARNING
CONDITIONS

UNAC Faculty:
an
Investment
in
Alaska



**Faculty
Deserve
a Fair
Contract**



Union Communication on Non-University email and phone

We want to gather non-UA emails and cell phone numbers for our members. Please fill out this [Google Form](#) to give us your personal email and/or your personal cell phone number.

For now, we plan to use these primarily for notices of how you could help your UNAC bargaining team to get the best possible CBA, including the best possible compensation package.

NEXT BARGAINING SESSIONS

- Monday, February 21 and Tuesday, February 22
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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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