



Summary of Bargaining Day 1 and 2

Dear United Academics members,

We've wrapped up our first two days of CBA negotiations, and we would like to start this summary by thanking all of our members who logged onto Zoom for portions of each session. On Monday, we had over forty members present throughout the day, and on Tuesday, we had at least forty-six members present! Thank you for showing up to watch negotiations.

We have many sessions ahead of us, and we hope you'll continue to show up on Zoom whenever possible. Our next session will be September 13-14 from 9:00 a.m. to 5:00 p.m. both days.

On Monday, we started off with a United Academics [presentation](#). The University administration side did not have an opening presentation, so we started presenting [articles](#). In total United Academics proposed drafts of articles 1, 2, 6, 5, 19, 20, 21, and 22 in their entirety. These drafts are available for your review on our website. We welcome your [feedback](#).

The administration proposed drafts of articles 4, 5.2, 5.6, 12.1, and 12.5. Unfortunately, the administration team has chosen to keep their proposed drafts confidential, so we cannot post them on our website. Their proposed drafts of articles are shown on screen during negotiations, so if you want to see what they are proposing, log onto Zoom to be an audience member. (Audience members are only allowed to listen).

On Tuesday, the UA team began the day with more partial article drafts: 9.2.5, 9.2.6, and 15.4.3. In addition, they shared counter-drafts of articles 19 and 21, and the two lead negotiators signed tentative agreements on articles 19 and 21. United Academics presented our counter proposal to [article 4](#) as well as our draft-revisions of articles 8, 14, and 18.

While we cannot post the proposed revisions from UA Administration, we can share our negotiating team's take-aways from this first round. It appears from their initial proposals, the UA administration wants to weaken tenure and increase administrative discretion in firing or non-retaining faculty. We maintain that they have not made use of existing procedures provided in the current CBA to leverage their authority when needed, and existing procedures are sufficient. We will continue to defend tenure and to fight for increased job security for all UNAC faculty members.

It's going to be a marathon of negotiation sessions to reach an agreeable CBA, especially given our budget climate and the ongoing pandemic. We hope you will continue to join us on Zoom whenever possible. Please encourage your colleagues to attend, too. We will continue to email the

Zoom links each morning of negotiation sessions and will also be making Google Calendar invites for our members.

Our next sessions will be Monday, September 13 and Tuesday, September 14 from 9:00 a.m. to 5:00 p.m. We hope you'll join us then!

In solidarity,
United Academics Executive Board

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About United Academics: United Academics Local #4996 (UNAC) is the bargaining unit that represents all 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 the United Academics Website](#)

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