



Negotiation Update

Dear United Academics members,

The past two weeks of bargaining sessions have been rife with activity that's significant to y(our) future working conditions. Please take the time to read this important update specifying multiple faculty rights and responsibilities that the UA Administration Team is seeking to take away. Additionally, faculty can make a big difference! See suggestions below for ways to show your support for the UNAC Negotiations Team.

1. *OBSERVE NEGOTIATIONS VIA ZOOM* - If you haven't had a chance to log in and observe yet, these are tough negotiations. Your presence at these sessions is making a difference. To date, we have had dozens of faculty log on at least once if not multiple times. This visible presence shows the UNAC Negotiation Team and the UA Administration Team that faculty very much care about the outcome of this CBA.
2. *VISIT UNAC WEBSITE FOR STATUS OF ACTIVE NEGOTIATION SESSIONS* - Our next session will be Monday, October 4 at 9:00 a.m. You can find session status updates, the Zoom link, the schedule, our opening presentation, and our presented articles on our [website](#). We will continue to send email reminders the morning of each session.
3. *SHARE YOUR FACULTY FEEDBACK WITH UNAC and ADMINISTRATORS* - Please [contact us](#) to share your thoughts on all of this. Please also contact your administrators (deans, directors, provosts, chancellors, Interim-President Pitney), or work with your department or college to collectively let your administrators know your thoughts.
4. *STAY INFORMED ABOUT PROPOSED CONTRACT CHANGES* - See below.

SUMMARY OF MOST IMPORTANT RECENT NEGOTIATION ACTION

ARTICLE 1: UA ADMINISTRATION REJECT LAND ACKNOWLEDGEMENT... NOT ONCE BUT TWICE, suggesting that they don't like the language because they see it as "political" and "inappropriate." We see this language as a bare-minimum showing of respect and gratitude to Alaska's many tribes, and as a clear message to both the administration and the union that much work remains ahead of us in this area.

Below is UNAC's proposed land acknowledgment:

“The University Administration and United Academics jointly acknowledge that we live and work on Indigenous lands. We agree that our shared missions involve promoting and enhancing the knowledge of and respect for Alaska Native peoples and their status as federally-recognized, sovereign tribes. We recognize the responsibility of our institutions to include Alaska Native peoples in all domains of university work. We commit to cooperating with all members of the University of Alaska community to end systemic and institutional racism.”

ARTICLE 2: UA ADMINISTRATION SEEKS TO WEAKEN SHARED GOVERNANCE by presenting a counter proposal that would bar elected union representatives from serving in any shared governance capacity. UNAC sees this as an active move to weaken shared governance. Despite current contractual obligations reflecting mutual endorsement, BOR policies that state otherwise, and NLRA warnings against discriminating for union activities, UA Administration seeks to add language that would ban faculty from participating in shared governance who hold elected union leadership positions. This would mean that any faculty member who serves either as a member of UNAC's Executive Board (President, Treasurer, Secretary, Organizational Vice Presidents) or a faculty representative on UNAC's Representative Assembly would be barred from being a Faculty Senator and from participating in any curriculum planning, assessment activities, and many other aspects of academic affairs.

On Monday (9/20/21), the UNAC Negotiation Team struck through the language added by the UA Administration's Team. Letting such a suggestion remain in Article 2 would be a true disservice to the principles of shared governance and to the health of our universities. It also brings into question the UA Administration's understanding of what shared governance is. In addition, such a ban on elected UNAC leaders participating in shared governance reflects a discriminatory practice by the UA administration that violates CBA article 17 and federal labor law.

ARTICLE 4: UA ADMINISTRATION DEMONSTRATES CLEAR ANTI-UNION SENTIMENT by seeking to minimize access to new hires and making the opt-in membership process duplicative on top of ineffectively administered. The Administration Team's counter-proposal to article 4 showed clear anti-union sentiment throughout. They don't want to allow any union presence at orientations, nor do they want to provide newly hired faculty with a membership form. They also don't want to provide the union office with a list of newly hired faculty, a standard practice in other, non-UA unions that we have long requested but not gotten. Further, they want to make all dues paying members fill out new membership forms with the expiration of each CBA on December 31. Currently, HR is late in processing just 33 new member forms, so they could not possibly handle processing 650-1000+ new membership forms in a timely manner over the holiday break.

ARTICLE 6: UA ADMINISTRATION SEEKS TO STRIKE OUT KEY AAUP STATEMENTS REGARDING ACADEMIC FREEDOM AND TENURE, which are currently embedded in the CBA by mutual agreement and which are both widely accepted guiding documents for institutions of higher education in the U.S. This is perhaps the most alarming suggestion by the UA Administration Team thus far.

Specifically, the UA Administration Team struck through language in Article 6 stating that both parties endorse the [1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments](#) (AAUP) , issued by the American Association of University Professors, as well as the Association of American Colleges, and AAUP’s 1999 statement [On Collegiality As a Criterion for Faculty Evaluation](#). This language has been included in our past CBAs and these guiding documents, which were carefully crafted by our faculty progenitors, define, explain, and promulgate core academic guiding principles for institutions of higher education across this country. We urge you to read these documents to better educate yourself about our collective rights and responsibilities.

ARTICLE 8: UNAC AND UA ADMINISTRATION TENTATIVELY AGREE TO TERMS.

ARTICLE 12: THE UA ADMINISTRATION TEAM SEEKS TO KEEP ALL DISCIPLINARY MATERIAL ON FILE FOREVER, in a counter proposal to UNAC’s draft that retained current best practices, which require UA to remove certain disciplinary reprimands from permanent files after two years. We will keep fighting this change, too.

ARTICLE 14: UNAC AND UA ADMINISTRATION TENTATIVELY AGREE TO TERMS.

ARTICLE 22: UNAC AND UA ADMINISTRATION TENTATIVELY AGREE TO TERMS.

Thank you for all that you do. We appreciate all of your outreach and support at this time.

In solidarity,
United Academics Negotiation Team

Visit our website

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