



UNAC Connection - December 2021

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PROGRESS ON FIGHTING FACULTY TERMINATIONS

As we reported in November, we won our first of five arbitrations. Since then, we have successfully settled our second. The settled case involved the non-retention of a tenured faculty member who subsequently accepted employment elsewhere and will receive a monetary award. We are now nearing completion of a third arbitration. Our last two currently scheduled arbitrations will begin late in the spring semester. We currently have two more step-4 grievances that may go to arbitration as well, barring amenable settlement in the near future. We were also able to resolve a grievance regarding another termination of a tenured faculty member at Step 2, and they will be able to retire as they had planned.

While United Academics is pleased that we've gotten a favorable arbitration ruling, a step 2 grievance resolution, and favorable settlements, we are unsettled and frustrated by the administration's disregard for people's careers and years of service to the UA system. UNAC's leadership is well aware of the serious emotional and financial turmoil experienced every day by the faculty members who have been non-retained or switched from Tenured to Term, a demotion that also includes a significant pay cut. Grievances and arbitrations are the result of CBA violations and are one way that we fight patterns of abusive behavior by administrators.

NEGOTIATIONS & ACTION ITEMS



Upcoming Bargaining Sessions

(9am-5pm):

- January 18-19
- January 24-25
- February 7-8
- February 21-22

**We'll email the Zoom links each morning*

THANK YOU to the 150+ members who have logged on to watch negotiations since we began in August. Your presence there makes a difference! Please join us when you can.

We send the Zoom link each morning of negotiations, and since we go on breaks throughout each session, we are attempting to keep our website, www.unitedacademics.net, updated with the current status when in session.

We are also keeping our website updated with our presentations, UNAC article proposals, and UNAC counter-proposals, and we welcome your feedback on them.

Read our Negotiations Update emails to stay caught up with what's happening during each two-day bargaining session. The most recent update was sent on December 13, 2021.

Show both negotiation teams that you care about your future working conditions by joining the audience when you can, and by speaking up about issues we're bargaining for that you matter to you.

Contact your Organizational Vice President or Negotiation Team with feedback and ideas (contact info below). [Here's a link](#) to the page on our website with all of our presentations and proposals to-date.

Action Items

Write a Letter or Petition

If one of our negotiation proposals is of particular interest to you, write a letter and gather signatures in support of it. Here are two great examples of faculty showing their support for our proposals:

- [this letter in support of multi-year contracts for non-tenure track faculty, signed by 34 research professors at UAF](#)
- [this letter in support of academic freedom and tenure, signed by 18 professors at UAA's Consortium Library](#)
- [this statement in support of land acknowledgements, passed by the UAS Faculty Senate](#)
- [this letter to Interim-President Pitney regarding the importance of tenure](#)

[and academic freedom](#)

- [this statement in support of land acknowledgements, passed by the UAS Faculty Senate](#)

If you'd like help writing a letter or starting a petition, contact our office staff: membership@unac4996ak.com

Use One of the Images Below for Your Zoom Profile Picture

To make the UNAC logo your Zoom profile picture:

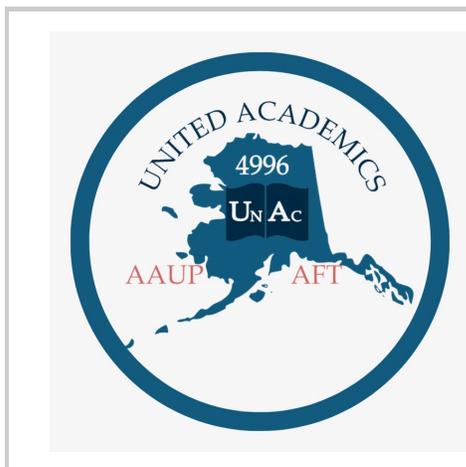
1. Right-click on the image to download it to your computer
2. Go to your Zoom account settings and locate your profile
3. Click on your current profile picture to change your photo
4. Upload the UNAC image and click save
5. Log on to your next Zoom meeting
- 6.

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

**This process may need to be repeated occasionally if Zoom reverts to previous images or no image.*



Use Our Social-Media Friendly Profile Picture on Your Favorite Platform



This image is designed specifically for profile pictures on social media platforms including Facebook, Twitter, Instagram, and You Tube.

If you use social media, download it to your computer and then upload it to your social media profile picture.

UNAC on Social Media

We are in the process of creating a Facebook group and Twitter and Instagram

accounts. We'll use these as additional venues for keeping you informed of upcoming events, among other things. Stay tuned!

FACULTY SPOTLIGHTS: WHY WE TEACH



Larry O'Loane

Assistant Professor of Power Technology
University of Alaska Southeast
Maritime Technical Center
Ketchikan, AK

I'm a retired Marine Engineer and have spent my entire career working in the heavy industrial trades, sailing as an engineering officer in the U.S. Merchant Marine, and teaching. Every opportunity that opened along the way was directly brought about by seeking advanced technical training and putting those newly acquired skills to use. It is this background that has strongly influenced my work here at the UAS Maritime Center.

The marine environment can be rugged and demanding. There is a strong, almost guild-like element in training new generations of seafarers to competently and confidently apply their newly acquired skills. Throughout my career I was aided by senior personnel who gave willingly of their time and expertise to train a new generation. This is the way I approach the training and teaching that I provide here in Ketchikan. Friendly encouragement and a strong emphasis on technical skills. None of this stuff is a mystery, but it really helps to have a guide while trying to chart a career path into the future.



Tara Palmer

Professor of ESL
UAA, Anchorage

I moved to Alaska when I was five years old and had a huge advantage in applying all my prior learning and experience to being a successful Alaskan: I spoke English. My students are working on developing that same advantage so that they can use their prior learning to contribute to Alaska's communities and economy. Many have credentials from their home countries that they cannot use here without advanced English proficiency. UAA's English as an Additional Language students come from all age ranges, educational backgrounds, and

visa statuses, including naturalized citizens.

For example, one of my students was a medical doctor from Central America. She had married an Anchorage resident and was working on her English language skills to better serve the residents of the assisted living facility that she and her husband ran for seniors suffering from advanced Alzheimer's disease. Her work in my class helped improve the lives of those seniors and their families who relied upon her to help her residents live out their lives with dignity.

We want to hear from you, too! Topics for spotlights include how UNAC has helped you, how your work helps your students and community, or details of your recent achievements. Email stories or inquiries to membership@unac4996ak.com

SOLIDARITY SECTION

UC Non-Tenure Track Lecturers Win Big Gains...After 2 Years of Negotiations and a Vote to Strike

We hope we don't end up in their situation--[negotiations for two years followed by a strike vote](#) of 96% approval--but it's heartening to see faculty at other institutions taking risks to make big gains for their faculty members. They won four weeks of paid family leave, 30% raises over the five years of the contract, evaluation processes, rehire rights, and increased job security via multi-year contracts.

John Deere Workers Ratify CBA With Improved Compensation After 5 Week Strike and Two Rejections of Tentative Agreements

We also hope we don't end up in their situation. We want to finalize a new CBA that our membership wants to ratify. We want our CBA to reflect similar gains for our members. In the end, [John Deere workers signed on to a 6-year contract](#) with 10% raises this year, two 5% raises in coming years, and lump payments in non-raise years, along with improved performance pay and retirement benefits. Worker engagement and solidarity throughout all of their striking locations is what led to their ultimate success.

The Public Shows Solidarity with Striking Kellogg Workers

When Kellogg workers rejected the latest offer from their employer, the company threatened to replace them with non-union workers and created an application portal for replacement workers. Reddit and TikTok users then proceeded to submit so many fake applications that [they crashed the system](#). At least one of them wrote a program to continually submit applications to all Kellogg plants attempting to replace their workers. This is what solidarity looks like. Until Kellogg comes to a favorable agreement with their unionized workforce, we hope you'll join people around the globe and boycott [Kellogg products](#).

*Of note, [permanently replacing workers on strike](#) is only legal if the strike is over economic disagreements; if the strike is due to [unfair labor practices](#), workers cannot be permanently replaced.

REMINDERS

FTO-YOU MUST CLAIM HARD CLOSURE DATES

- Mandatory FTO days during hard closure: **December 27, 28, and 29**. You must claim FTO on these three days, plus two more, in order to be eligible for FTO cash out at a later date. ([CBA article 16.5](#)),
- You must **fill out your timesheet in advance** in order to claim FTO on these hard closure days.
- Don't forget to claim your required FTO your timesheet before the winter break!

Student Loan Debt Relief

If you have student loan debt, have made regular payments, and have worked full time for ten years anywhere in the University of Alaska system or at other public employers, you should qualify for loan forgiveness under the newly revamped Public Service Loan Forgiveness (PSLF) program.

Our national affiliate, American Federation of Teachers (AFT), is largely responsible for this new opportunity for PSLF through settlement in a lawsuit against former Secretary of Education, Betsy DeVos. AFT has partnered with a non-profit organization, [Summer](#), to help our members apply for and receive PSLF. Go to [this website](#) for more information.

Meeting Notices

UNAC General Membership Meetings

NEXT MEETING: Wednesday, January 12, 5:30-7:00 p.m. AKT

- *For spring 2022, we will hold meetings on the 1st Tuesday and 2nd Wednesday of each month from 5:30-7:00 via Zoom.*
 - No meeting on Tuesday, January 4, due to winter break
- *The Executive Board voted to open these meetings to all members rather than only dues paying members.*
- *A separate email with meeting information will be sent to all members.*

Next UNAC Representative Assembly (RA) Meeting

- February 19 (Sat) 10:00am 2:00pm AKT via Zoom.
- Email your Organizational Vice President for the Zoom link (contact info below).
- A draft agenda will be posted on www.unitedacademics.net

UNAC Executive Board Meetings

Second and Fourth Wednesdays of each month, 9:30-11:30

Dues paying members are welcome to observe the RA and Executive Board meetings. Contact the union office (membership@unac4996ak.com) for the Zoom link.

ENJOY YOUR WINTER BREAK

Now that grades are turned in and winter break is looming, we hope you are all able to spend some time away from your work with your friends and loved ones. Take FTO beyond the 3 required days (Dec. 27, 28, 29) if it's at all possible. Enjoy the holidays and recoup for the start of spring semester, when work is bound to get busy again. You deserve it!



Executive Board and Staff Contact

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United Academics Local #4996 (UNAC) is the bargaining unit that represents all non-tenure track (term), tenure track, and tenure 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).

www.unitedacademics.net

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