



UNAC Connection - February 2022

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Bargaining Survey Results: COLA Adjustments Needed!

It will likely come as no surprise that cost of living increases were the top-ranking priority for those UNAC members who responded to our survey. Thank you to those who participated in this survey!

28% of dues paying members and 3.7% of non-dues paying members participated in the survey. The faculty members who responded are united in their concern about compensation, and this is consistent with our survey results from spring 2021.

Top priority:
cost of living adjustments

Second priority:
market equity adjustments



Third priority:
health care benefits

Faculty comments from our survey:

- *“Don Young once said, ‘You can’t cut your way to prosperity.’”*
 - *“Included in ‘job security’ (my top pick) is a path to multi-year contracts (or other forms of greater job security, including TT positions) for terms.”*
 - *“If faculty are stretched too thin to support a rapidly changing group of students, we’ll LOSE students.”*
 - *“A major reason I relocated for this job was health benefits and salary being more competitive than a position in the lower 48. If wages stagnate or health benefits get cut, I would likely have to leave, if for no other reason than that I have a family member with significant medical issues.”*
-

New UNAC Surveys

Gathering Personal Emails and Cell Phone Numbers

Our CBA ensures that we can use university email to communicate union business to faculty members. However, as negotiations drag on, we want to have alternate ways to communicate with our members.

With that in mind, UNAC leadership requests that you [fill out this form](#) to provide us with at least one of the following: your personal cell phone number and personal email address. We’ll primarily use these to communicate ways you can help your UNAC Negotiations Team to bargain the best possible new CBA. We will not bombard you with messages.



Faculty Testimony: How Our Bargaining Proposals Would Impact Your Life

We want to hear from you about how a few of our bargaining proposals would impact your professional and personal lives.

Those proposals are:

- A cost-of-living increase that keeps pace with inflation
- Multi-year contracts for non-tenure track faculty
- Endorsement of AAUP documents on tenure and academic freedom
- Voluntary Early Retirement Program
- Increase in salary cap for UA retirement contributions
- A fair contract

Please [use this form](#) to provide us with a few sentences stating how one or two priorities in our list would impact your life and upload a headshot or selfie. We'll use these in our upcoming newsletters and on our social media sites.

THANK YOU for doing your part to help UNAC get the strongest possible CBA!

Faculty Spotlight: Why UNAC Matters

Dr. Jill Flanders Crosby, Dance Professor at UAA

“There were times when I had to negotiate difficulties at and with my workplace, (and) I was not clear as to how to proceed. UNAC was right there with me, stepped up to the plate, and successfully helped me resolve difficult issues revolving around my health and safety at UAA and my tenure track status as a faculty member.”



Family Medical Leave: Rights and Procedures

If you or an immediate family member is ill or you've expanded your family through birth or adoption, and you need either partial or complete leave to take care of yourself and/or your family, you are eligible for [Family Medical Leave \(FML\)](#). FML is a right granted to you under federal and state laws, provided that you have been employed at least 6 months, complete the appropriate application, and submit the required documentation. You can receive up to 12-16 weeks of leave, depending on the type of eligibility, and it can be taken as a partial leave or full leave over a 12-24 month period.

Unfortunately, FML is granted independently of your available paid leave. You must use your available sick leave and faculty time off (FTO) and then will be placed on unpaid leave. The university system offers a [leave-share program](#) for qualifying

medical conditions, allowing people to donate sick leave to a colleague in need, for which employees become eligible after expending their accrued leave AND taking two weeks of unpaid leave. UNAC also has a leave share program that does NOT require the two weeks of unpaid leave prior to eligibility. Currently, neither leave share program can be used to pay for parental leave, but we are attempting to expand the UNAC leave share bank to include this.

If you find yourself needing to take extended time off, please contact your Organizational Vice President for guidance (contacts below).

[BOR policy on sick leave 04.06.130](#)

BARGAINING UPDATE

Our bargaining updates are all available on our website, under the communications tab. Please read our [most recent update](#) if you haven't already.

The most jarring item in the management team's 11 article package: the proposal of annual 2% pay increases countered by furloughs of unspecified lengths - to be determined by administration, on a unit-by-unit basis. This could amount to a *PAY CUT* for anyone put on furlough, after five years of only a one 1% raise.

We've said it a few times now, but we'll keep saying it. Faculty members, as a whole, pay for ourselves. We bring in grant and tuition revenue that more than covers our costs. We're currently living through the [highest inflation rate in 39 years, at 7%](#). Our compensation proposal called for 3% raises or the previous calendar year's annual percent change in the consumer price index (CPI) for urban Alaska, whichever is greater.

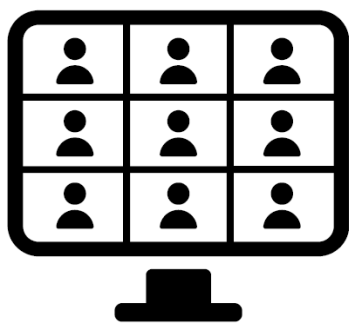
As the survey results above indicate, faculty are feeling the crunch of only one 1% raise in five years paired with quickly rising prices for everything from a loaf of bread to a new car or house.

Along with winning real compensation gains for faculty, UNAC is committed to protecting academic freedom, fair working conditions, and job security for all members, including multi-year contracts for our non-tenure track faculty members.

PLEASE AMP UP YOUR SUPPORT FOR THE UNAC NEGOTIATION TEAM

- Consider live-Tweeting while you watch bargaining sessions.
- If you attend bargaining sessions, give reports at your department or program meetings.
- Talk to your direct supervisor about bargaining, and items in our proposals that are important to you.
- Use one of our images, or create your own, for Zoom meetings.
- Keep writing emails to [Interim-President Pitney](#), the [BOR](#), and lead negotiator [David Eisenberg](#) about the issues that matter most to you
- Start a petition or gather signatures on a letter.
- [Contribute a statement](#) about how one of our proposals would benefit you.
- Contact your Organizational Vice President or UNAC staff (contact info below) and ask how you can help, or approach them with an idea.

How To Log On



Upcoming Bargaining Sessions

(9:00 a.m.-5:00 p.m.)

February 21-22

March 14-15

future sessions yet to be determined

We send the Zoom link each morning of negotiations, and it's available on our website and our social media accounts.

We will attempt to keep our website and social media accounts updated with the current status of negotiations.

You can also use our social media accounts (see below) to make comments and see what your colleagues think about the negotiations in real time.

Weingarten Rights

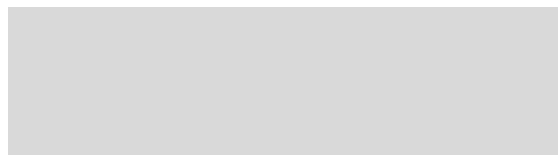
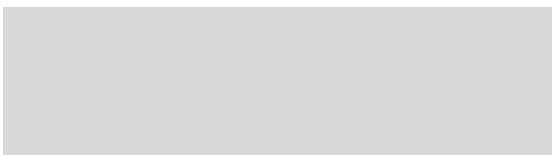
If you find yourself called into an investigatory meeting with your direct supervisor, you have the right to request union representation at that meeting. Contact your Organizational Vice President for guidance. From the [National Labor Relations Board](#) website:

Any meeting may be an “investigatory interview” provided that the following occur:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee’s performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

UNITED ACADEMICS ON FACEBOOK AND TWITTER

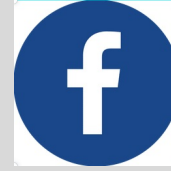
We will use these accounts as another venue to keep our members updated on union activities. In addition, everyone is invited to use these as modes of communication during negotiation sessions. Please keep the discourse civil.



**Twitter Account:**

UnitedAcademics4996AK
@unac4996AK

Click to logo to be taken to our
new Twitter account

**Facebook Page:**

United Academics AAUP/AFT
local 4996

Click on the logo to join our new
Facebook group

USE OUR SOCIAL MEDIA AND ZOOM PROFILE PICTURES



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.

We had hoped to make frames for Facebook profile pictures but, unfortunately, Facebook has stopped allowing frames.

Download these images to use as your Zoom profile picture. The image will be displayed when you attend Zoom meetings with your camera off.

To make the UNAC logo be your 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

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.*

**FACULTY
WORKING
CONDITIONS
=
STUDENT
LEARNING
CONDITIONS**



**UNAC Faculty:
an
Investment
in
Alaska**

Public Service Student Loan Forgiveness

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) 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, March 2, repeat Tuesday, March 8, 5:30-7:00 p.m. AKT

This spring, we will hold meetings on the 1st Wednesday and 2nd Tuesday of each month from 5:30-7:00 via Zoom.

- The Executive Board voted to open these meetings to all members rather than only dues paying members.
- A separate email with meeting information, including the Zoom link, will be sent to all members before each meeting.

Next UNAC Representative Assembly Meeting

February 19 (Sat) 10:00am 2:00pm AKT via Zoom.

UNAC Executive Board Meetings

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

Dues paying members are welcome to observe the RA and Executive Board meetings. Contact your Org. VP or the union staff for the Zoom link.

Executive Board and Staff Contact

President - Abel Bult-ito, Ph.D.

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Treasurer - Nelta Edwards, Ph.D.

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Secretary - Charla Brown, Ph.D.

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UAA Organizational VP - Tara Palmer

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UAS Organizational VP - Jill Dumesnil, Ph.D.

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UAF Organizational VP - Mara Bacsujlaky

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Extended Sites Organizational VP - RickMcDonald

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Contract Manager - Melanie Arthur, Ph.D.

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Assistant Contract Manager - Kate Quick

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