



Here's the Latest in Bargaining

To everyone who showed up this week for bargaining, THANK YOU for your support! We had great faculty turnout; we had 145+ faculty members throughout the day on Tuesday—that's a full 14% of our bargaining unit members!!

At one point, we had over 100 people on Zoom at once, and quite a few of you were using our UNAC profile pictures. Your UNAC bargaining team appreciates your support! Keep it up in the coming two weeks.

In addition to attending Zoom bargaining sessions, here are a few more things you can do to help your UNAC team:

NEW ACTIONS:

- Wear red on Mondays for the rest of the semester
- Plan an informational picket with colleagues at your local campus
 - Don't cancel class or skip meetings for this
 - Homemade signs are great; UNAC may print signs in the near future
 - Take photos and share them with us, wear a UNAC t-shirt or hat!
 - Contact [Kate Quick](#) for help organizing with your local faculty colleagues, for sign ideas, or to request shirts and hats

CONTINUING ACTIONS:

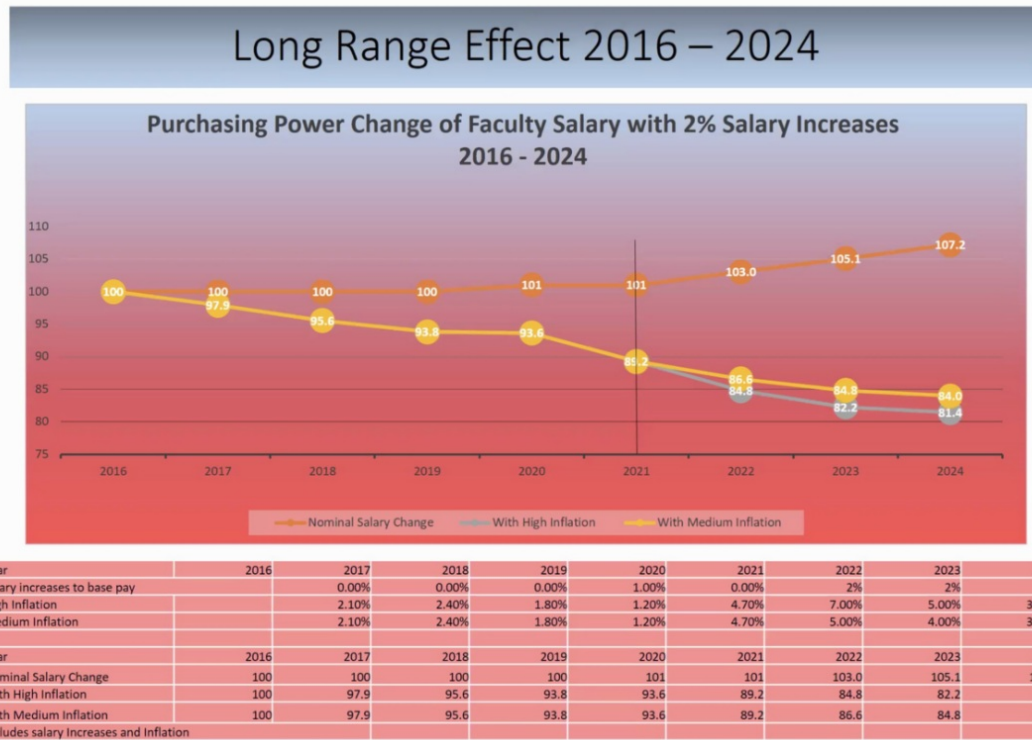
- Fill out our faculty member testimony form if you haven't yet
- Like and share our social media posts: [Facebook](#) and [Twitter](#)
- Use our Zoom profile photos for work meetings, bargaining sessions, and social media profiles (*images at bottom of page*)
- Attend Zoom bargaining sessions whenever possible, especially when we put out a special call for attendance

Summary of Events

Monday morning, 4/11, started with proposals from United Academics: [Article 9](#) (Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination); [Article 13](#) (Workloads); and [Article 16](#) (Personnel Benefits).

On Monday afternoon, UNAC's team gave two short financial presentations: a

slide deck showing the effects of inflation vs 2% raises or UNAC's proposed raises, and a review of Dr. Abel Bult-Ito's [white paper on UA Finances](#). The graph below is taken from our Monday afternoon slide deck. It's important to note that, while this slide illustrates 2% raises going back to 2016, faculty have in fact only had a single 1% raise since 2017, so the downward slide is even larger.



Tuesday, 4/12, was spent discussing the administration team's latest package proposal, which we will post on our website after they finish reviewing the last two articles in the package next Monday, 4/18. While they did make some movement in this package, as discussed below, it was minimal and there was zero movement on compensation, multi-year contracts for non-tenure track (term) faculty, or inclusion of all post-docs and visiting professors in all articles of the CBA.

Progress in the Administration Team's Proposal: Post Tenure Reviews Formative Again

Happily, the administration team's most recent proposal didn't include the qualification that a negative post tenure review would trigger a disciplinary process up to and including termination. While we know it's important for all of our members to perform their jobs well, the post-tenure review process is designed to be formative rather than disciplinary in nature. We have a clear disciplinary process for academic incompetence or failure to perform work duties in article 11.

Scaled Back Furloughs - Still a Sticking Point

The UA management team has now limited their furlough proposal to only apply in the context of program reduction, after program review is completed and has resulted in a recommendation for reduction or elimination. This scenario is very real for a lot of programs but introducing furloughs as an alternative is not the answer. Reinvesting in faculty and programs is the answer.

We were encouraged to see movement on the furloughs, but we know it's the camel's nose coming under the tent and would give the administration a new tool to divide members while blaming the union. Furlough is not a word we can agree to add to the CBA under any circumstances. Faculty are essential to the University, are highly trained professionals, and should be treated as such. Moreover, as our members know and as we have reminded UA many times, UNAC faculty on 9-month contracts are

already furloughed 3 months each year!

Another Article Tentatively Agreed (TA'd)

Monday afternoon, we also tentatively agreed to [Article 3](#) (Recognition), and both teams signed it, taking one more article off our list of disagreements. That makes three TA'd articles in the past two weeks.

This week's TA'd article is another important win: *they've agreed to follow the legally binding unit definition and will include all post-doctoral fellows and visiting professors in our bargaining unit beginning on their first day of work.*

Despite our agreement on Monday to include these faculty members in our bargaining unit, the administration's team tried again on Tuesday to exclude these faculty from key articles in the [CBA](#):

- Article 9 covers appointment, evaluation, promotion, tenure, and termination.
- Article 13 covers workloads.
- Article 15 covers compensation.

Bargaining Tactics

President Pitney and the administration's team say bargaining is taking too long and we have to get it done now. They omit mentioning that they sat on important articles, including the compensation article, for more than three months, effectively prolonging the process.

In other words, the UA administration team stalled negotiations for over three months and now is claiming that time constraints require UNAC to agree to their terms. This is thinly veiled bullying – having stalled for months, the UA administration wants UNAC faculty to believe that 2% raises for three years, and no other CBA improvements, must now be accepted or there may be no raises at all and it's the fault of UNAC. Fortunately, as UNAC faculty, we're smarter than that and we recognize these divide-and-conquer bullying tactics for what they are.

Their team has made zero movement toward compensation compromise and has repeatedly proposed 2% salary increases; *their compensation proposal this week was identical to what they proposed last week.* This is despite the recently announced [March 2021-March 2022 8.5% inflation rate](#). Prior to their first compensation proposal, President Pitney declared that non-represented employees would receive 2% raises. If they give us more than that, staff members will want a union too, something the UA administration fears.

Alarmingly, the administration's team has included language in their compensation proposal stating that if money for the new CBA isn't appropriated from the legislature by July 1, 2022, then UNAC faculty get zero raises in AY23, *even if the money is appropriated after July 1 for AY23.*

In reality, it is already too late to meet this appropriation deadline because of the approval process we have to follow -- ratification by UNAC dues paying members, approval by the BOR. While obtaining legislative support for raises for AY23 becomes more complicated after the legislative session ends on May 18th, the only thing that would make it impossible is the administration's insistence on language prohibiting it. This is clearly a threat designed to force us to accept their weak compensation proposals to avoid faculty having no raise in AY23.

What Happens If We Can't Reach Agreement?

First, it's important to note that we've seen more movement toward agreement in the past two weeks than we've seen since the earliest days of bargaining when several articles were TA'd. We will continue to meet in good faith at the Zoom bargaining table. We're not close to finishing yet, but we haven't given up.

If we can't reach an agreement by the end of April, it's possible that the teams will mutually agree to mediation, most likely with a mediator from the Federal Mediation and Conciliation Service. Our [current CBA](#) was the result of mediation, and agreement was reached quickly. But it's important to remember that that process resulted in a CBA with no compensation increases and was barely ratified by UNAC membership.

If we can't reach an agreement through mutually agreed upon mediation:

- Impasse will likely be declared
- The teams will pursue mediation, most likely with the federal mediation & conciliation service
- If mediation fails, we may be at the point of taking a strike vote. ([Alaska Statute 23.40.190 & 23.40.200.c-g](#))
- The timeline for how long this might take is hard to predict but would likely be weeks to months

We hope to avoid all of this but are willing and ready to go through these steps as needed in order to get a fair and competitive contract for all of you.

Watch your emails early next week for a very short survey about what faculty would or would not be willing to accept in a new CBA.

Next Sessions

April 18-19

April 25-26

**Check your email Monday and Tuesday mornings for the new link.
We will have a new Zoom link on Monday.**

Monday morning, 4/18, the administration's team will finish presenting articles 16 & 17, and then UNAC will prepare and present our counter proposals.

We appreciate people logging on whenever you can, but we encourage you all to attend Tuesday morning, 4/19, when UNAC will present our proposals.

Use the Following Images

Zoom and Social Media Profile Pictures



**FACULTY
WORKING
CONDITIONS
=
STUDENT
LEARNING
CONDITIONS**




**UNAC Faculty:
an
Investment
in
Alaska**



**University of
Alaska
Faculty Deserve
a Fair Contract**



**Print These Fliers For Your Office Doors, Colleague's
Mailboxes, Workplace Bulletin Boards, etc.**




IT'S TIME TO INVEST IN EDUCATORS


- Faculty make less now than they did five years ago
- Faculty have had only ONE 1% raise in the past five years
 - No step increases either
- Cost of living in the last 5 years has increased by more than 10%
 - In 2021 alone, the Consumer Price Index (CPI) for urban Alaska increased by over 7% (Bureau of Labor Statistics)
 - Faculty feel the pinch of this increase with every purchase and monthly bill
- >10% loss of purchasing power results in decreased spending by faculty, negatively impacting local Alaskan economies
- Faculty morale suffers and is reinforced by continued insistence from the Administration's Bargaining Team that the UA system can't afford to invest in faculty

<p>UA CURRENTLY HAS A 10.4% ANNUAL TURNOVER RATE FOR EMPLOYEES:</p> <p>THIS IS MUCH HIGHER THAN THE TURNOVER RATE FOR ALASKA (5.8%) AND NATION (3.9%). <small>(2/24/22 ROR "Compensation Update & Philosophy" attached)</small></p>	<p>ALASKA'S STUDENTS DESERVE BETTER.</p>
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United Academics is asking for annual cost of living adjustments of 3% or the current CPI, whichever is greater, to keep faculty salaries competitive and on pace with inflation.



(Find compensation proposals (article 15) on our website)




FACULTY ARE COMMITTED TO UA STUDENTS

OVER 1/3 OF UNAC MEMBERSHIP ARE DENIED YEAR-TO-YEAR JOB SECURITY

- 320+ faculty work on 9-month contracts that expire every year and may or may not be renewed
- These members teach many of UA's students or bring in large research grants; in both cases, they earn their wage but get no job security
- Terminal work contracts make it harder for people to apply for housing, childcare, bank loans, and professional opportunities
- Terminal contracts create annual stress of potential job loss for these faculty members, which can have negative effects on health and well-being

<p>WHERE IS THE UNIVERSITY'S COMMITMENT TO EDUCATORS?</p>	<p>ALASKA'S STUDENTS DESERVE BETTER.</p>
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UNAC values multi-year contracts for non-tenure track faculty members across the UA system.



(Proposal - Article 9.13 in the QR code)

**Faculty Working Conditions
Are
Student Learning Conditions**



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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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