



Here's the Latest in Bargaining

We wrapped up another session of bargaining and scheduled future meetings for every Monday and Tuesday in April. We have heard President Pitney's call to wrap things up by the end of April, and we will do our best to accomplish that. However, while we are ready to compromise, we can't concede on all of our most critical proposals in order to reach agreement. The changes the management team gave us in [their most recent packaged proposal](#) are minimal. Minimal movement from UA will never get us to an agreement.

Our position is that UNAC's voting membership won't approve a CBA without competitive salary adjustments, protections of academic freedom and tenure, and better job security for non-tenure track faculty.

Further, we can't agree to language that would exclude post-doctoral fellows and visiting professors from key articles in the CBA related to workloads, compensation, evaluation and termination timelines, especially in light of the [2018 decision by the Alaska Labor Relations Agency](#) that these individuals are members of our bargaining unit.

People who worked for the UA system in the 90s still talk about the profound, negative consequences of "the desert years" of financial retraction throughout the system. The current system-wide climate resulting from state-imposed budget cuts and the ensuing cuts to academic programs and faculty, followed by the ongoing pandemic, are already leaving worse scars than the desert years.

Over the past six years, cuts to academic programs and faculty jobs are largely responsible for the drop in enrollment, which began well before the arrival of the COVID pandemic.

The state's budget is looking up; it's time to re-invest in faculty and in academic programs.

Some Progress

We spent Monday discussing [management's latest package](#) of all 11 remaining articles. On Tuesday, UNAC presented unpackaged, individual articles for consideration. Keep reading for more details.

TA'd Articles

Two of the unpackaged articles were TA'd on Tuesday morning:

- [Article 1-Agreement and Duration](#)
- [Article 2-Purpose](#)

Prior to this week, the last TA'd article occurred on October 4, 2021.

Comparing Non-Monetary Proposals

The Administration Team's Latest, Packaged Non-Monetary Proposals

They made minor improvements:

- Removed their proposal to prohibit union members and leadership from participating in shared governance ([Article 2](#))
- Removed the requirement of a satisfactory annual review before receiving an across-the-board salary adjustment ([Article 15](#))
- Added language that would allow faculty in certain disciplines to work outside of UA for the number of hours required to maintain their certifications required for program accreditations ([Article 17](#))

These improvements are appreciated but concerns remain about the following non-monetary proposals:

- Limits on the endorsement of AAUP's documents ([Article 6](#)), stating that endorsement of the documents is "*understood as informing the parties' understanding of these important issues.*" We see no need for this new qualification on the following documents:
 - "[1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments](#),"
 - This statement has been fully endorsed in the CBA since its second iteration in 2005
 - The 1999 statement "[On Collegiality as a Criterion for Faculty Evaluation](#)"
 - This statement has been fully endorsed in the CBA since 2008
- Punitive post-tenure review process ([Article 9](#))
- Continued mandatory inclusion of external review letters for all members, including teaching/service bipartite faculty, in promotion and tenure review files ([Article 9](#))
- Continued inclusion of student evaluations in promotion and tenure review files despite evidence of gender and racial bias as well as bias against rigorous classes ([Article 9](#))
- **Faculty furloughs** of undetermined length, imposed at the individual, unit, or MAU level, solely at the discretion of administration, for actual or anticipated budget shortfalls, and on days determined by administrators ([Article 10](#))
- Limitations on which articles apply to post-doctoral fellows and visiting professors (i.e., excluding these individuals from Articles 9, 13, 15)

UNAC's Latest Non-Packaged,

Non-Monetary Proposals

- Maintained existing language in [Article 1](#), with no land acknowledgement due to refusal from the administration's team to include it
 - **We TA'd this article on Tuesday!**
- Proposed existing language in [Article 2](#), which emphasizes that UNAC faculty members and faculty leaders are well qualified to serve in shared governance roles
 - **We TA'd this article on Tuesday!**
- Updated the list of eligible bargaining unit members in [Article 3](#) to accurately reflect the [2018 decision by Alaska Labor Relations Agency](#) (ALRA), with no exceptions
- Continued full endorsement of AAUP guiding documents in [Article 6](#), with the addition of a statement unrelated to the AAUP documents, stating that all bargaining unit members will follow the BOR's policy on conflicts of interest
- Proposed existing language in [Article 10](#), with no furloughs
- Retained our proposal to mention the 7 Tenets of Just Cause in [Article 11](#) to help supervisors and faculty members understand the steps and requirements of disciplinary actions
- Added (again) a requirement in [Article 17](#) for 'meet and confer' meetings during public health and safety emergencies affecting faculty members' working conditions
- Affirmed in [Article 17](#) that faculty work is often completed remotely and remote work agreements are primarily needed when outside the state for extended periods of time
- Accepted the Administration Team's language in [Article 17](#) about allowable outside work for members whose UA job requires outside clinical or jobsite work to remain certified and to keep program accreditation

Comparing Compensation Proposals

United Academics Team Proposals ([Article 15](#))

Starting Salary Minimums:

15% increase to new hire minimums

Across the Board Salary Increases:

- 5% increase to base pay in FY 23; 3% or current CPI for Urban Alaska, up to 7%, in FY 24; 3% or current CPI for Urban Alaska, up to 6%, in FY 25
- Annual \$1,000 lump sum payments added to base salary

Market and Equity Increases:

- \$1 million dedicated to *equity adjustments* for bargaining unit members paid less than their UA peers with equal or less experience and credentials
- Complete the UA Market Compensation Study – UA only completed phase 1 and should

UA Administration Team Proposals ([Article 15](#))

Starting Salary Minimums:

3% increase to new hire minimums

*The administration's team states at the table that the minimums are hardly ever offered to applicants due to market rates

Across the Board Salary Increases:

- 2% increase to base pay for FY 23, 24, 25
- Zero lump sum payments added to base
- Possibility of furloughs; 4 days of furlough would result in a 2.5% pay CUT, cancelling out a raise

Market and Equity Increases:

- No equity adjustments
- No completion of UA Market Compensation Study
- Market increases in FY 23, FY 24, and FY 25 *if funds are made available*, and without a stated

- complete phases 2 and 3 for UNAC members
- \$6.75 million in the second and third years of the contract dedicated to *market increases* to account for a higher cost of living in Alaska compared to similar institutions in the lower 48

methodology for determining eligibility

UNAC's team ran out of time at the bargaining table on Tuesday and will present our latest proposal for Article 16: Personnel Benefits, next week, among other things. The administration team's benefits proposals are included in their [package proposal](#) presented on Monday.

The Bottom Line:

- Faculty have had a single 1% raise in the past five years
- Faculty need real Cost of Living Adjustments, especially given the current rate of inflation and sharply rising costs
- UNAC's bargaining team cannot agree to faculty furloughs; the voting membership will not vote to ratify a CBA that includes furloughs, which can negate any salary increases or even reduce UNAC members' salaries below current levels
- Our 328 Non-Tenure Track (NTT) faculty deserve a systematic approach to multi-year contracts after having completed three years on 9-month, non-renewable contracts
- Post-tenure review should not be punitive, including the threat of termination, which is part of UA proposals. [Article 11](#) on disciplinary procedures includes methods for disciplining all members, including those who are tenured, due to failure to meet appropriate performance standards, and this is the correct method for disciplinary action for all members
- Academic Freedom, Tenure, and protections against tone policing are of utmost importance, and endorsement of AAUP documents on these subjects must remain in full force in our next CBA
- Post-doctoral fellows and visiting professors belong in our bargaining unit on their first day on the job, no exceptions

**Your Participation in our Campaign is Helping:
Keep up the Pressure!**

Here are a Few Things You Can Do:

- Participate in our [letter writing campaign](#) requesting that members of the BOR and President Pitney inform their team to quit proposing furloughs
 - We're using AFT's Action Network platform for this
 - The letter is already written for you but can be edited and personalized
 - It's a fast, easy, and very effective action!
 - Our first letter writing campaign resulted in President Pitney's unprecedented email to the entire UA Community assessing the state of bargaining (inaccurately)
- Share our social media posts: [Facebook](#) & [Twitter](#)
- Contribute [your own testimony](#) to our social media campaign

- Use our profile picture images for Zoom and social media (images are below the three fliers)
- Hang up our fliers on your office doors and workplace bulletin boards. Make your own color copies or [request copies](#) to be mailed to you.

Fliers



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

UA CURRENTLY HAS A 10.4% ANNUAL TURNOVER RATE FOR EMPLOYEES:

THIS IS MUCH HIGHER THAN THE TURNOVER RATE FOR ALASKA (5.8%) AND NATION (3.9%).
(2/04/22 BSC "Compensation Update & Philosophy" slide(s))

ALASKA'S STUDENTS DESERVE BETTER.

United Academics is asking for annual cost of living adjustments of 5% or the current CPI, whichever is greater, to keep faculty salaries competitive and on pace with inflation.

(Find compensation proposals (article 18) 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

WHERE IS THE UNIVERSITY'S COMMITMENT TO EDUCATORS?

ALASKA'S STUDENTS DESERVE BETTER.

UNAC values multi-year contracts for non-tenure track faculty members across the UA system.

(Proposal - Article 9.1.3 in the QR code)





UA ADMINISTRATION PROPOSES FURLOUGHS FOR FACULTY

The UA administration proposed faculty furloughs in any unit with a budgetary shortfall. At the same time, the Board of Regents voted on 2/24/22 to end furloughs for administrators.

FACULTY FURLOUGHS ARE NOT THE ANSWER.

THE ANSWER IS INVESTMENT IN UNITED ACADEMICS FACULTY.

WHAT WOULD A FURLOUGH MEAN?

FOR FACULTY:

- An unspecified number of days without pay, to be determined by administrators, based on actual or projected budgetary shortfalls.
- Faculty would still be expected to teach their classes and complete research/creative work, or face unsatisfactory evaluations.

FOR STUDENTS:

- Furloughs would be timed during non-teaching contract days
- Lost time for faculty members to prepare for class, lead research, grade student work, and conduct university business
- OR faculty would be forced to work without pay.

FACULTY WORKING CONDITIONS ARE STUDENT LEARNING CONDITIONS



Zoom and Social Media Profile Pictures





Lastly, talk to colleagues who are non-dues payers and encourage them to support collective action by joining as a dues paying member. Remind them that only dues paying members can vote on the new contract terms.

We already have 70% of our bargaining unit members as dues payers, but we would love to see all members contributing due to United Academics. THANK YOU to all of our dues payers. Your membership shows our solidarity. Talking to your colleagues about joining will make us even stronger.

The UNAC office can provide you with a list of non-dues payers in your unit, and gentle scripts for these conversations. (*contact info below*) Personal contact to non-dues payers from dues paying colleagues can be very helpful.

Next Sessions

April 11-12

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.**

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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