



No Deal Yet



To United Academics faculty members:

We had hoped to reach a tentative agreement during our mediation session on September 28. However, that did not happen. After reading this update, please take our survey at the bottom to help us determine member priorities at this stage.

We are close to an agreement, with a few key items of disagreement remaining.

- **Article 6.3:** The endorsement of AAUP's documents, ["The 1940 Statement of Principles on Academic Freedom and Tenure"](#) and ["On Collegiality as a Criterion for Faculty Evaluation."](#)
 - Management proposed language with the intention of weakening our academic freedom and tenure protections.
- **Article 9:** Annual evaluations
 - Management wants some UNAC members to weigh in on annual evaluations of other members.
- **Article 13:** Workloads
 - Management wants some UNAC members to recommend workloads for other UNAC members.
 - Management wants to prevent some UNAC members from having workloads.

Still on the table, but unlikely to see additional movement:

- **Article 15:** Compensation
 - Across the board raises of 3%, 2.75% and 2.5% for each of the 3 years of the contract
 - A "me too" clause agreeing to give UNAC members raises commensurate with any raises offered to other employee groups if they are higher than those stated above
 - Market raises only if funds are requested by administration,

appropriated by the legislature, and implemented at the discretion of the UA President

- **Article 16:** Benefits
 - No changes to the employee share of healthcare benefits, but overall premiums can be increased at management discretion (unchanged from past contracts)
- **Articles 11 and 17** are still on the table but have seen no changes in recent mediation.

We ended our mediation session on September 28, 2022, with UNAC presenting a [package of all seven remaining articles](#). That package currently sits with the management team. We expect to hear their response at our next and only scheduled future mediation session on October 10, 2022. All proposals exchanged during mediation this week are available on [our website](#).

What You Can Do to Help Your Bargaining Team

Your support is why we've seen movement from management. In the remaining days of mediation, please continue the action!

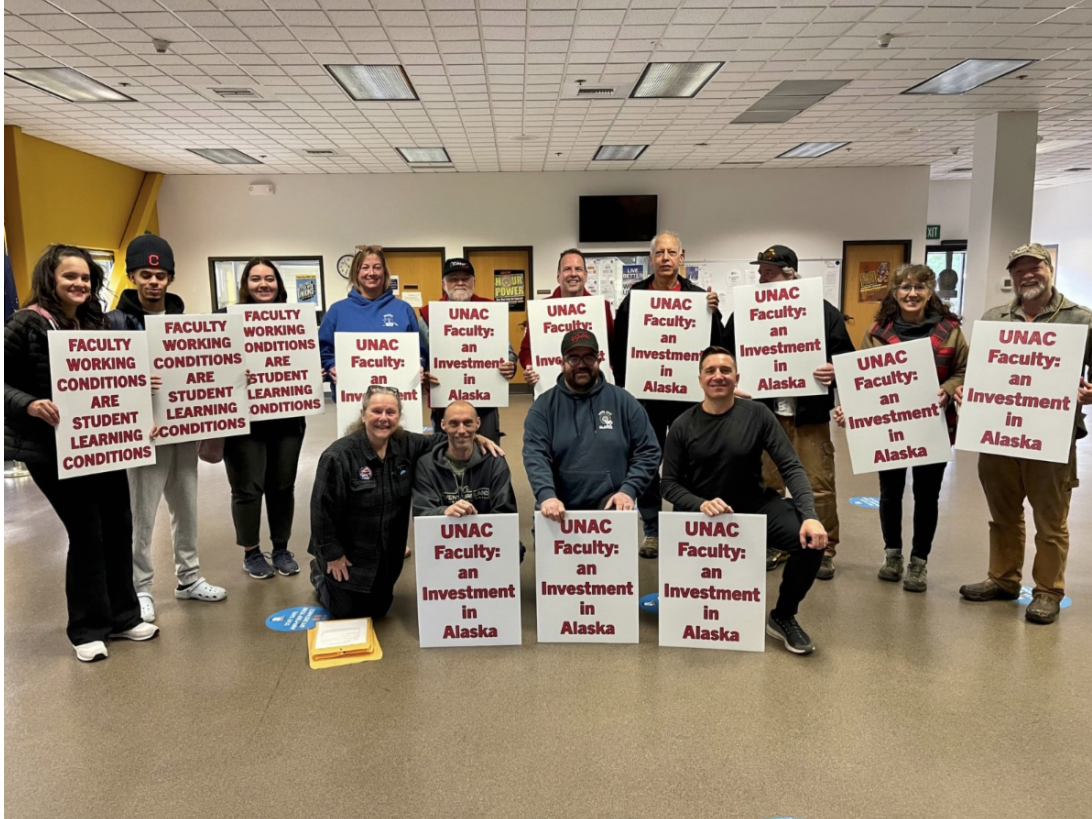
RIGHT NOW, you can participate in any of the following ways:

- Attend your next Faculty Senate meeting wearing red/UNAC t-shirts in person or using our Zoom background/profile pics to attend on Zoom. *Non-senators should attend in red too!*
- Wear red shirts to work on Wednesdays and/or when you have important meetings with administrators or when you teach classes or work with students in labs or studios
- Hang an "I support UNAC" sign on your office door
- Write to the Board of Regents
- Write opinion articles and letters to editors of your local paper
- Communicate with legislators about our situation
- Use **UNAC Zoom background or profile pics** during work meetings
- Participate in informational pickets/rallies
- Send your ideas to your Org VP and/or UNAC staff

Take Our Mediation Survey: Help Us Know Where You Stand

In these final days of mediation, it is crucial that your bargaining team understands the needs of our voting membership. Take our survey (linked below) to help your UNAC negotiation team assess the importance of the remaining disagreements, gauge voting members' willingness to ratify, and alternatively to gauge voting members' willingness to take action. Survey answers are anonymous. Wide participation in this survey is essential for accurate results.

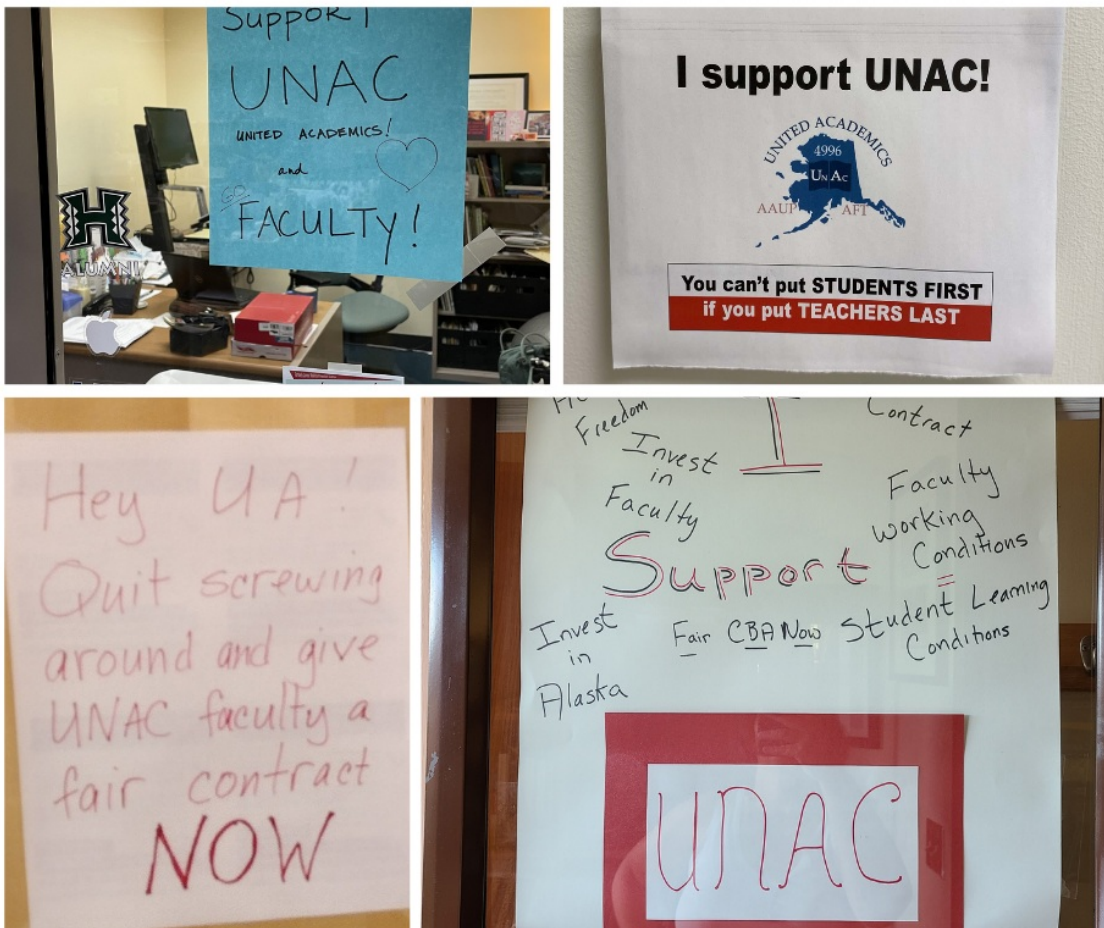
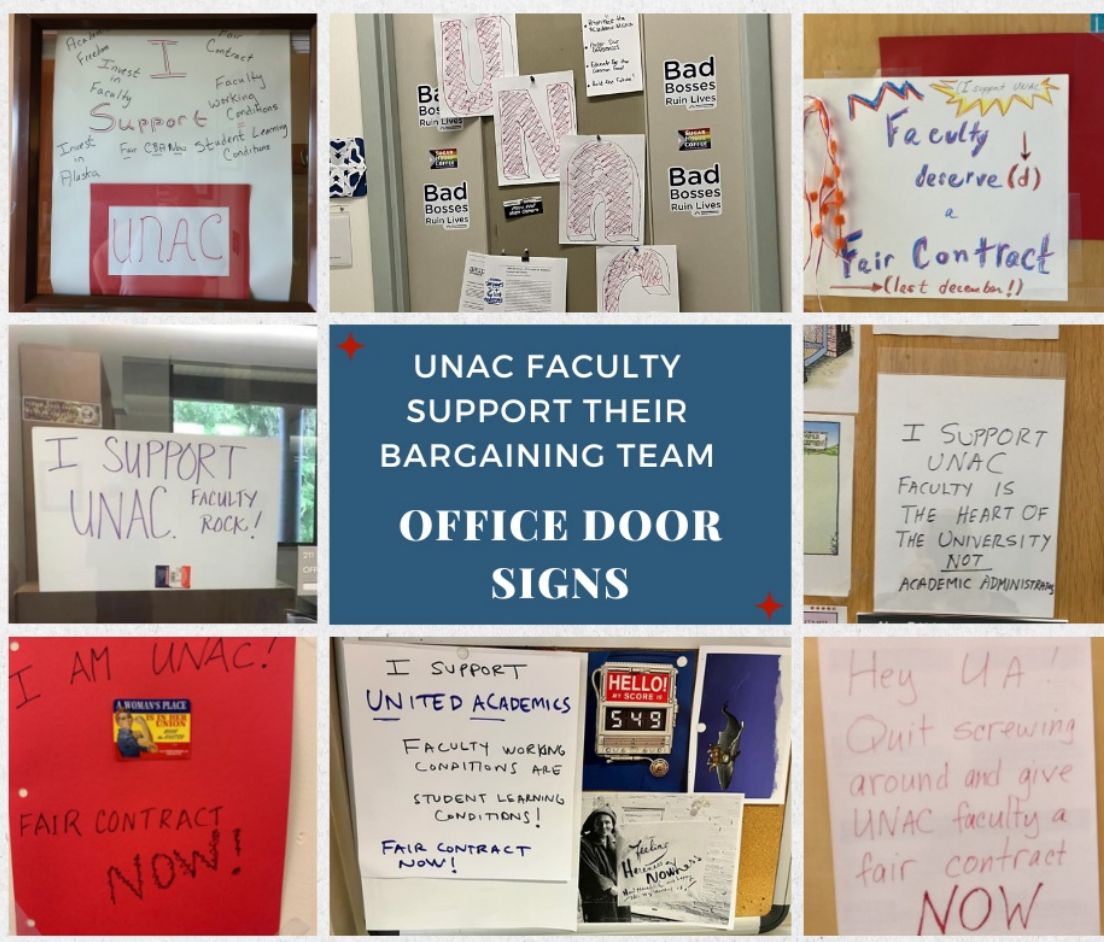
Take our new survey



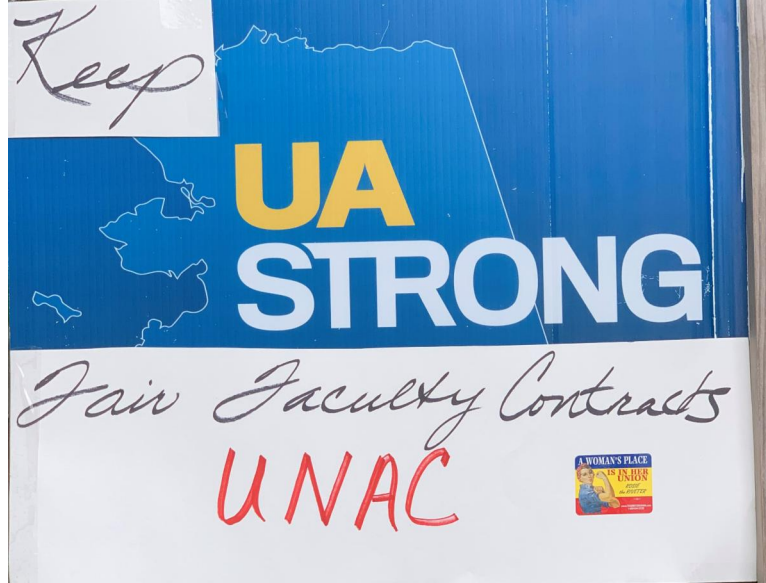
UAA faculty member, Tim Hinterberger, is pictured above with other Anchorage public union members, leaders, and politicians at the Anchorage AFL-CIO office before a 'get out the vote' labor walk.



Starting in May 2022, UNAC members and allies from around the state have rallied publicly in support of a fair new contract for UNAC faculty members.



Faculty members have hung signs of support on their office doors around the state. Send us a photo of your door sign!



Executive Board and Staff Contact

President - Abel Bult-ito, Ph.D.
abel.bult.ito@unac4996ak.com

Treasurer - Nelta Edwards, Ph.D.
nelta.edwards@unac4996ak.com

Secretary - Debasmita Misra, Ph.D.
debu.misra@unac4996ak.com

UAA Organizational VP - Tara Palmer
tara.palmer@unac4996ak.com

UAS Organizational VP - Jill Dumesnil, Ph.D.
jill.dumesnil@unac4996ak.com

UAF Organizational VP - Mara Bacsujlaky
mara.bacsujlaky@unac4996ak.com

Extended Sites Organizational VP - Rick McDonald
rick.mcdonald@unac4996ak.com

Contract Manager - Melanie Arthur, Ph.D.
melanie.arthur@unac4996ak.com

Organizing Manager - Kate Quick
kate.quick@unac4996ak.com

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).

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