

## No Deal Yet - Again



To United Academics faculty members:

Some portions of the mediation session on October 10 are confidential. We ended the day in the same position as last time: with a modified package from UNAC of all remaining articles sitting with management's team for review. Following is a summary of public proposals presented during the session.

Management's team parsed articles into different packages, with only one change (in bold below).

- Their [Article 15 \(Compensation\)](#) and [16 \(Personnel Benefits\)](#) were packaged in identical fashion to the last session—as a package of two articles, with one important line-item change related to non-retained members receiving a raise during their terminal year unless failure to receive tenure is the reason for termination.
- Their [Article 6 \(Academic Freedom and Responsibility\)](#) proposal this week was identical to their previous Article 6 proposal, except this week it was a standalone proposal.
- The contents of their third package—[Articles 9 \(Faculty Status\)](#), [11 \(Disciplinary Action\)](#), [13 \(Workload\)](#), and [17 \(Working Conditions\)](#)—were identical to previous article proposals, but the package make-up was different. Last time, this package included Article 6.

UNAC's team [re-packaged all remaining articles](#), with three important changes.

- UNAC proposed existing language on Article 6, with the addition of a 'side letter,' a legally binding letter both parties would sign, agreeing that no bargaining notes surrounding Article 6.3 will be used in any future grievances.
- Added language in Article 9 surrounding the role of faculty colleagues and written letters during academic reviews.
- Added language in Article 13 clarifying the role of faculty colleagues in workload composition, and clarifying different professional duties for different members.

- UNAC proposed matching Articles 15 and 16 in our current package proposal.

The next mediation date will be scheduled in the near future.

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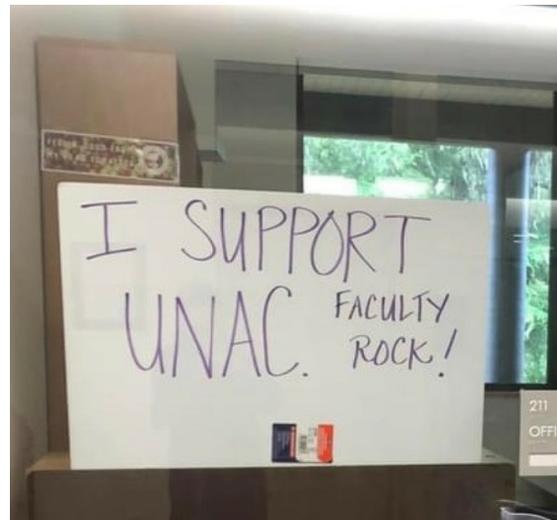
## Tonight's General Membership Meeting is Canceled

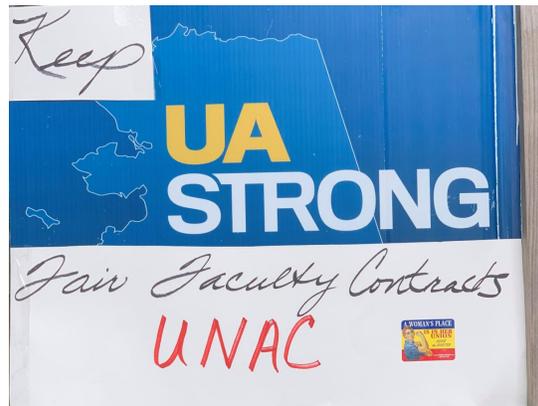
Last week, we held meetings for dues paying members at each MAU. Thank you to everyone who participated! Our next regularly scheduled General Membership Meeting will be Tuesday, November 8 at 5:30 on Zoom. We may call an emergency meeting in the interim, if needed.

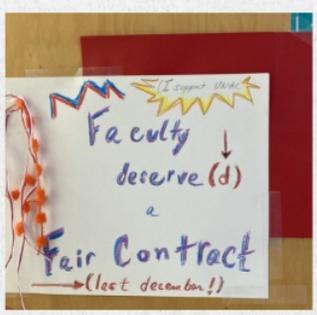
We always welcome member feedback through phone calls, conversations, and emails. Contact info is below and on our website.

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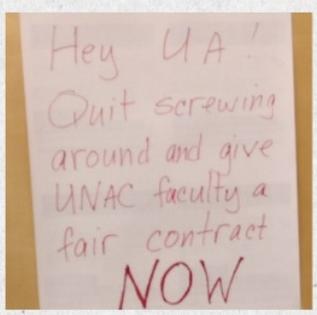
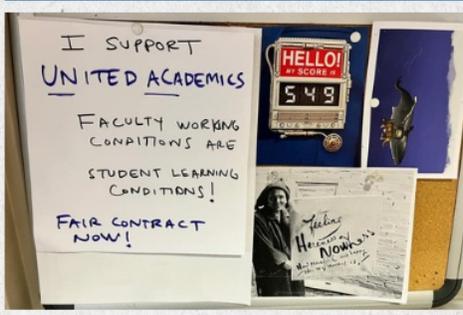
## A Photo Montage of Faculty Solidarity

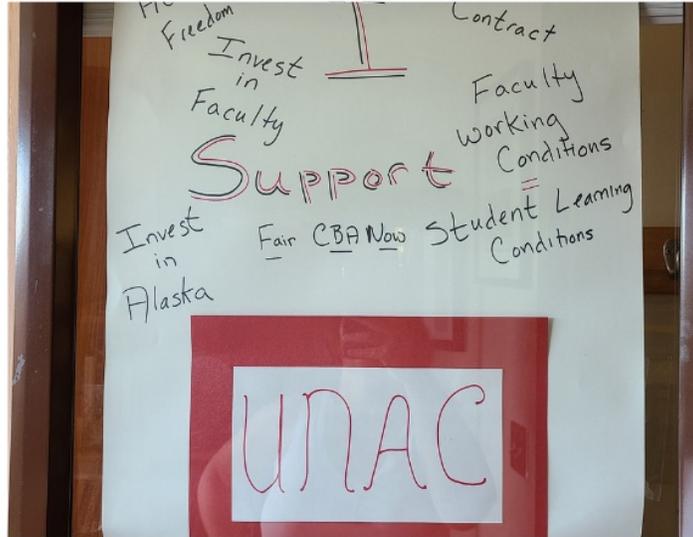
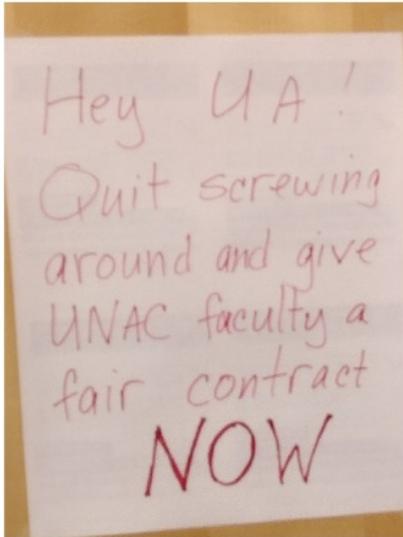
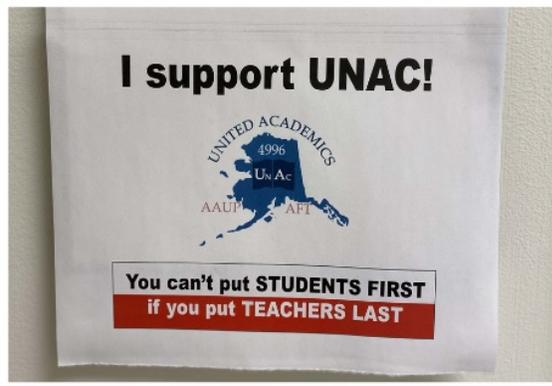
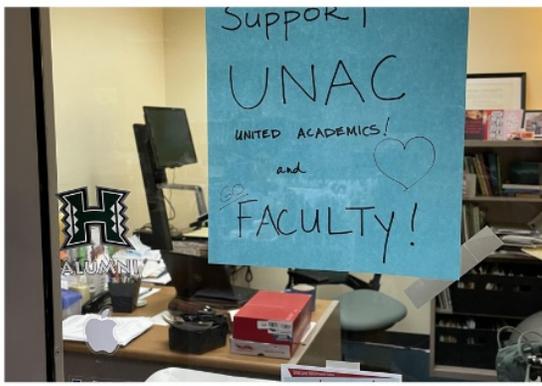






**UNAC FACULTY SUPPORT THEIR BARGAINING TEAM OFFICE DOOR SIGNS**





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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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