



We Made Progress!



To United Academics faculty members:

We have great news! The pressure from members and the support from all three Faculty Senates, plus support from our allies, has produced movement and agreement in our negotiations—thank you to everyone who contributed to showing UA management that academic freedom and tenure are foundational to quality universities!

Despite Monday's disappointing mediation session, there's been more communication between the management and union teams, and we TA'd (agreed to) [a package of Article 6, 15, and 16](#).

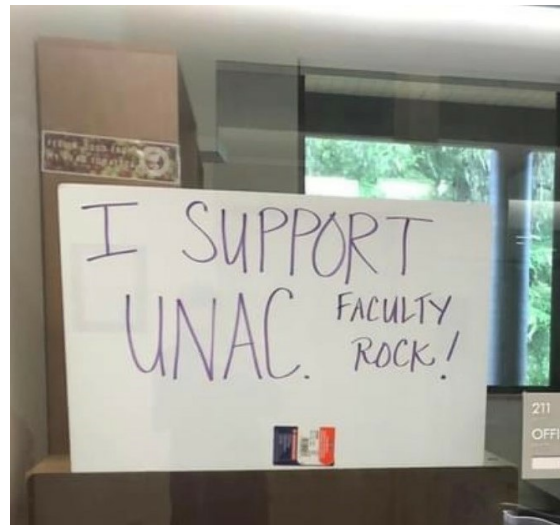
UA management has agreed to maintain existing language in Article 6, with no new language weakening the endorsement of AAUP documents on academic freedom, tenure, and collegiality. To move past this disagreement, both teams have signed a 'side letter' stating that bargaining notes related to Article 6.3 from this round of contract negotiations will not be used in future grievances or arbitrations. The side letter was included in [UNAC's Monday proposal](#), along with Article 6.

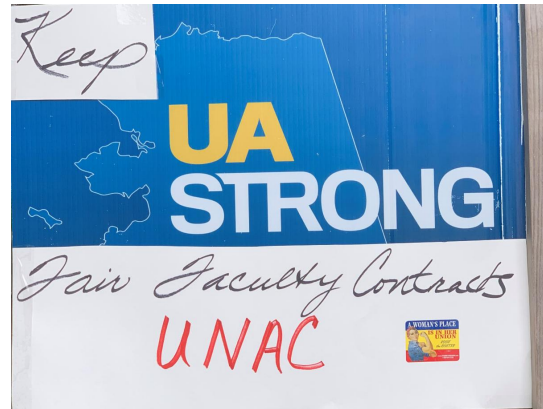
In addition, Articles 15 (Compensation) and 16 (Personnel Benefits) are TA'd now. Of note, these articles include raises of 3% this year, 2.75% next year, and 2.5% the third year of the contract. Because we are well into this year already, UA will include back-pay for faculty raises this year in their budget proposal to the legislature. At some point after the legislature convenes, faculty should receive back pay for the 3% raise since July 1, 2022. Article 15 also includes a 'me too' clause, ensuring that if another group of UA employees receives a raise larger than what's in the CBA, faculty will get that same raise. Article 16 includes a small increase to retirement contributions from UA and includes the UNAC sick leave bank, which was brought to UNAC when UAFT merged into our local. These are important wins.

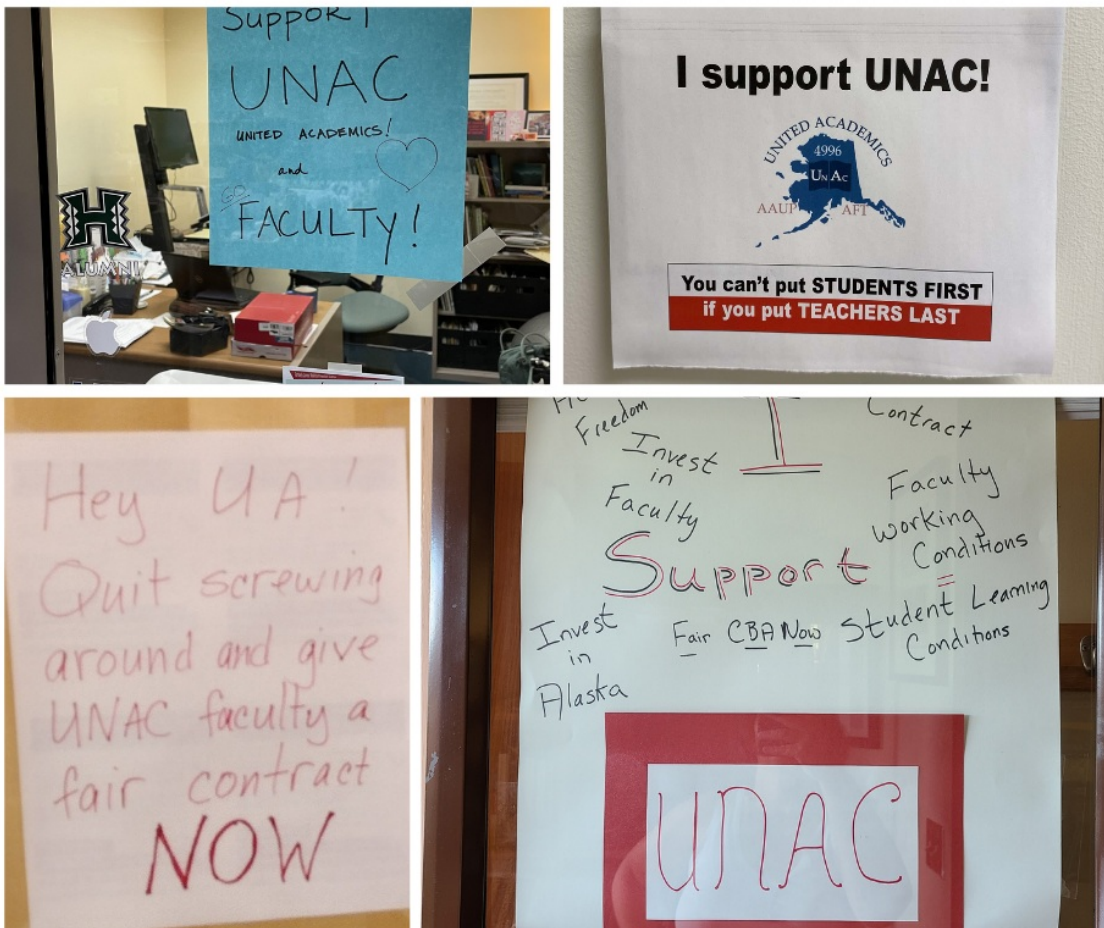
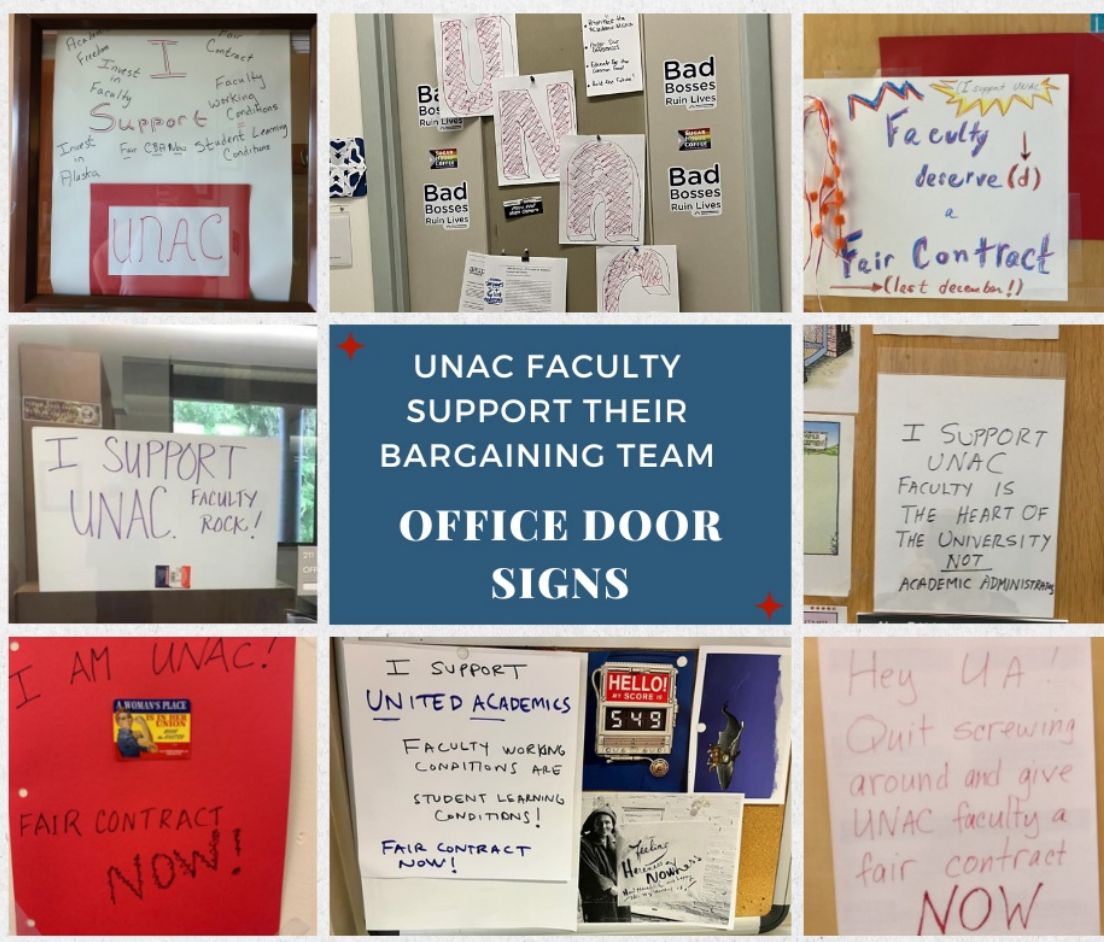
We still have to finalize several issues involving post-doctoral fellows and visiting faculty, but this is the best news we've had to share with our membership in quite some time. Thank you to everyone who has visibly supported the UNAC bargaining team throughout this excruciating process. Your support has made us a stronger union, and it's the reason we were able to achieve this win today. And yes,

sometimes maintaining the existing language is a big win. Onward!

A Photo Montage of Faculty Solidarity







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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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