

United Academics AAUP-AFT Local 4996
Representative Assembly Meeting
Minutes

Date: Saturday, August 20, 2022 **Time:** 10:00am-2:00pm AKT

Location: [Join Zoom Meeting](#) **ID:** 81576267617 **Passcode:** 259089

Phone (US) +1 346-248-7799 **Passcode:** 259089

Discussion Item	Facilitator
CALL TO ORDER	
Land Acknowledgement 10:05	President
Statement on Racial Justice and Social Equity 10:07	President
Roll Call:10:10 Present: Nalinaksha Bhattacharyya (Left at 12:10), Tim Hinterberger, John Lutterman, Kristen Ogilvie, Joel Potter, Mara Bacsujlaky, Leah Berman, Art Nash, Jill Dumesnill, Kevin Maier (Joined at 10:54), Rick McDonald, Pete Praetorius, Abel Bult-Ito, Nelta Edwards, Debu Misra Staff: Melanie Arthur and Kate Quick Absent: Tara Palmer, Falk Huettmann, Kris Racina, Jennifer Ward Excused: Tony Rickard, Katie Lubowicki	Secretary
Motion to Approve of Agenda - Approved Motion to Approve of April 2, 2022 Minutes - 10:11 Approved	President
OPERATIONAL BUSINESS	
1. Welcome back, review of RA roles and responsibilities- 10:12 RAs are the governing body of UNAC and they approve the budget. Treasurer Nelta Edwards will be presenting the budget shortly.	

2. RA goals and priorities for AY 22-23 - 10:15

Abel spoke briefly about the difficulties in the negotiation process and how the administration was not very friendly. He opened the floor for RAs to provide their goals for the coming year. (Abel)

Nelta talked about the importance of membership drive and how RAs can play a role in that process. (Nelta)

We have over 70% dues paying members, which is the status back up to the pre-Janus level. Last year, we added 100+ new dues paying members. Personal contact with new hires is important and a new organizing drive is critical. (Abel)

144 positions were lost in UAA, according to their Provost. (Bhatta)

43 members were lost, 34 of 43 were dues payers. It puts us at 69.8% as dues paying members. (Kate)

Carrying the current momentum of member participation in the negotiation process and staying at a war footing in the coming 3 years will help the next negotiations. (Tim)

After the UNAC elections, contacting the friendly candidates of Alaska legislature and governor office for some legislation. (Joel)

Faculty retention is an issue, membership increase (continuing the engagement and momentum), reaching out to our elected legislators. (Jill)

We are negotiating our new CBA in 2 years and we need to continue this momentum. (Kate)

This contract is the first one after the merger of UNAC and UAFT. But we could not get complete benefits for non-tenure track faculty.

3. [1-1 conversations](#) with colleagues - 10:34

RAs and Org-VPs are encouraged to talk one-on-one with the members.

The document is available as a guide with talking points.

The document has non-alaska.edu emails for some members and we may want to fill it with those of other members. It is encouraged to keep a record of all conversations. (Kate)

Jill suggested that we should ask members if they are willing to support a strike. (Jill)

Leah asked what the duration of a strike would be. Kate responded that it will need to be decided. We need to let our members be convinced to ratify the CBA if there is an agreement on Monday, August 22.

According to Alaska Law, faculty have limited time to strike and the university will be locked out pretty quickly. Fire Fighters cannot strike. (Melanie)

If the membership votes the CBA down, then the default is to go back to negotiation. But the administration can impose the CBA or we can file ULP or go on strike. (Abel)

Break - 11:09 - 11:20

4. Workplace actions - 11:20

If we do not get a deal on Monday, we need to get some virtual or other actions in all 19 locations. (Kate)

What about having a sign waving at the faculty senate meetings or public places (comments)?

Jill suggested not to do what is not on our workload, e.g., not turning on the light or putting toner in the copier, etc. In convocation, all call in sick, as an example, suggested Abel.

Faculty should be asked not to do anything that is not in their workload (Work-to-contract). (Tim)

Discuss workplace actions with AAUP on Tuesday and send it to the RA.

5. [Personal cell phone and non-alaska.edu email](#) - 11:38

No discussion was done.

6. Messaging to students and public re: salary, non-monetary items - 11:38

Compared with lower-48, we make 20% less than our counterparts. So, our messaging should compare with oil industry positions, etc.

7. Motion to appoint Gordon Williams as UAF representative on Elections Committee - 11:44
Leah is excusing herself from motion or discussion.
Pete- Moved
Jill- Seconded
Motion passed unanimously
8. Motion to appoint Sara Buckingham as UAA representative on Elections Committee - 11:45
Leah- Moved
? - Seconded
Motion passed unanimously
9. Seeking appointees to fill vacant [RA slots](#) until next election: - 11:46
 - a. 1 UAS extended sites rep
 - b. 1 UAA main campus rep
 - c. 1 UAF main campus rep

Jill suggested that we need an election for the above positions.

Melanie was asked by Abel to ask the election committee to send for nominations.

RAs should vote to fill the vacant positions and no election is needed (Melanie found from the bylaws).

10. Gubernatorial Candidate Forum (Legislative Relations Committee) - 11:48

Discussion was mostly about the pros and cons of sponsoring a candidate forum.

The general feeling was not to organize a forum by UNAC and piggyback on some other groups organizing these forums.

11. Ad-hoc contingent faculty committee - 11:59

Melanie will talk to initiate this committee. To come up with a way to understand the priorities of the NTT faculty and organize that group. Mara volunteered to lead the committee and spearhead this action. Add some TT faculty to this committee and some research faculty, as well. We could wait a bit to see how the contract negotiations go on Monday.

MOTION - Joel moved to form an Ad-hoc contingent faculty committee.

Jill - seconded.

Motion passed unanimously.

Mara and Tim volunteered to be the lead in this committee formation. The NTT committee members should be running these meetings.

- 12. By-laws committee chair - 12:08
Jill said that she is the chair. She is confirmed.
- 13. Review [Committee Composition](#) (was deferred)
 - a. Committee break-out rooms (pending time)

BREAK - 12:11 - 12:20

REPORTS - 12:20

AAUP Biennial Meeting and Caucus (Jill Dumesnil and Melanie Arthur)

Verbal report provided.

AAUP Summer Institute Attendees (Jennifer Ward, Kristen Ogilvie, Melanie Arthur)

Verbal report provided, except Jennifer will provide the report later.

AFT Convention (Melanie Arthur, Nelta Edwards)

Verbal report provided.

UNAC Staff UNAC Staff

- Contract Manager (Melanie Arthur)
Verbal report provided.
- Organizing Manager (Kate Quick)
Verbal report provided.

UNAC Statewide Officers - 1:08

- President (Abel Bult-Ito)
Verbal report provided.
- Treasurer (Nelta Edwards)
Report provided.
- Secretary (Debu Misra)
Report provided

UNAC Organizational Vice Presidents

- UAA (Tara Palmer)
No report from UAA
- UAF (Mara Bacsujlaky)
Report provided

<ul style="list-style-type: none"> ● UAS (Jill Dumesnil) Report provided ● Extended Sites (Rick McDonald) ● Report provided <p>Motion to extend the meeting: (2:00) Leah - Moved to extend the meeting by 20 minutes that included a 5 minute break Jill - Seconded Motion passed unanimously UNAC Committee Reports</p> <ul style="list-style-type: none"> ● Elections Committee (Sharon Chamard) ● Negotiations Team (Tony Rickard) ● Membership/Organizing/Communications (Kris Racina) ● Finance, Budget, and Audit (Kristen Ogilvie) ● Collective Bargaining (Tim Hinterberger) ● Legislative Relations (Pete Praetorius) ● Joint Health Care Committee (Abel Bult-Ito) Leah volunteered and was appointed as an alternate member of JHCC. ● Constitution and Bylaws (Jill Dumesnil) 	
CLOSING ITEMS	
<p>AY2022-2023 RA Meeting Schedule:</p> <ul style="list-style-type: none"> ● August 20, 2022 (Saturday) 10am-2pm via Zoom ● November 12, 2022 (Saturday) 10am-2pm via Zoom ● February 18, 2023 (Saturday) 10am-2pm via Zoom ● April 1-2, 2023 (Saturday/Sunday) in Anchorage 	
<p>Items for Next Meeting Good of the Order Motion to Adjourn - Adjourned at 2:23 PM</p>	2:15pm

LAND ACKNOWLEDGEMENT

We live and work on the ancestral lands of Alaska Native Peoples.

STATEMENT ON RACIAL JUSTICE AND SOCIAL EQUITY

As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racism or injustice in our meetings and as we conduct our business.

This means we can and will interrupt the meeting to draw the issue to one another's attention.

We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual bias.

United Academics Executive Board		
PRESIDENT	Abel Bult-Ito, Ph.D.	2020-2023
TREASURER	Nelta Edwards, Ph.D.	2020-2023
SECRETARY	Debu Misra, Ph.D.	2022-2023
ORGANIZATIONAL VP - UAA	Tara Palmer	2021-2024
ORGANIZATIONAL VP - UAF	Mara Bacsujlaky	2021-2024
ORGANIZATIONAL VP - UAS	Jill Dumesnil, Ph.D.	2022-2024
ORGANIZATIONAL VP - Extended Sites	Rick McDonald	2021-2024
CONTRACT MANAGER Melanie Arthur, Ph.D.		
ASSISTANT CONTRACT MANAGER Kate Quick, M.F.A.		