



UNAC Connection - December 2022

**HONOR OUR DIFFERENCES*PRIORITIZE THE ACADEMIC MISSION
*EDUCATE FOR THE COMMON GOOD*BUILD FOR THE FUTURE**



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Become a UNAC LEADER!

UNAC Statewide Officer Elections

United Academics members-in-good-standing (dues payers for 3+ months or upon hire) are encouraged to run for one of our statewide officer positions: president, secretary, treasurer. Nominations require a written statement of intent as well as 10 endorsements from members-in-good-standing.

Those members eligible to run for office received an email sent at *10:20 a.m. on November 29*—check that email for process details. The deadline for nominations is quickly approaching; start the process today. After all, there has never been a better time to get involved in United Academics!

- Nomination period: Tuesday, November 29, 2022, through Monday, December 19, 2022
- Voting period: February 6-February 16, 2023

Officer elections are conducted by [UNAC's Elections Committee](#), which is chaired by

New CBA: Where We Go Now

United Academics leadership and staff are working with UA Labor Relations to prepare a clean, finalized online and printed version of the ratified CBA. The TA'd version is available on our website [here](#); it includes a few typos, comma mistakes, and capitalization errors we are working to fix.

We can now move past this fall's stalemate disagreement of whether our expired CBA or UA's 'Best and (not) Final Offer' was in effect. Instead, we can work to enforce the new CBA. In early spring semester, UNAC will host CBA training workshops to familiarize members with key components from the new CBA, and what to do when the CBA has been mis-used or ignored.

In addition, we can now build member solidarity in more positive, non-bargaining arenas. One item our Legislative Relations Committee has prioritized is working with legislators to re-introduce a faculty regent bill.

In November, the Representative Assembly unanimously passed a motion supporting a faculty regent bill, and we've already spoken to legislators interested in reviving a faculty regent bill. Contact Legislative Relations Committee chair, [Pete Praetorius](#), if you're interested in helping with this effort.

Welcome to New Members: Post-Doctoral Fellows!

In previous contracts, post-doctoral fellows in their first three years of employment were excluded from the United Academics bargaining unit. However, as a response to a 2018 Alaska Labor Relations (ALRA) unit clarification ruling citing post-doctoral fellows as members of the unit, United Academics succeeded in bringing all post-doctoral fellows into our bargaining unit.

These new members will receive separate communications from the union office in the coming days. Post-doctoral fellows who know right now that they want to be dues paying members of the union are invited to fill out our [membership form](#) and return it to UNAC's Organizing Manager, Kate Quick, at kate.quick@unac4996ak.com.

To all members, including post-doctoral fellows: please contact your Organizational Vice President with questions or concerns (contacts below).

Work Email is Not Private

It's easy to forget that email addresses ending in [@alaska.edu](#) are not personal email addresses and are, therefore, not private. Emails are not regularly monitored, but it's possible.

Management has access to *all* content shared over [@alaska.edu](#) addresses. Key words within an email might be searched,



flagged. Sent messages can be reviewed without the sender's knowledge. Content from emails can be used against an employee if the content is deemed to be unprofessional or in violation of BOR policies.

The bottom line:

- Do not write negatively, or at all, about colleagues who are not included in the 'to' line
- Do not write anything you wouldn't want your dean, provost, or chancellor to see
- Do not write angry emails, not even your closest friend at work. Sleep on it
- Phone calls are a good alternative for avoiding miscommunication and building relationships

Workplace Bullying

Academic discourse and shared governance are cornerstones of academia. It is through disagreements and discussions that the best, most informed decisions are made. Academic discourse and shared governance depend on good will and trust, and they depend on *real shared decision making*.

Sometimes, supervisors and colleagues feel threatened when a valid concern is raised through discourse and shared decision making. Other times, tones and cultural norms are misinterpreted. These situations are difficult to navigate, and they crop up regularly. UNAC fully supports a friendly work environment where others are given the benefit of the doubt, and that includes the faculty members accused of using the wrong tone or raising questions at the wrong time. UA has lost valuable faculty as an outcome of this dynamic.

While UNAC often cannot file a grievance related to bullying, we can support faculty members navigating their way through workplace bullying. Contact your UNAC Org VP and/or staff if you are experiencing bullying at work. We can assist faculty members who choose to pursue a formal HR complaint related to the bullying.

[This video](#) from the [Workplace Bullying Institute](#) provides an excellent discussion of what 'workplace bullying' means and the impact it has on people and organizations.



UA Grad Student Workers Submit Cards to ALRA



Forming a union is a long, hard process, and our graduate student workers are doing it! First, they had to gather majority support in the form of card signatures from graduate student workers across the state. They succeeded in this step, collecting a ["super majority" of signed cards.](#)

On December 9, 2022, graduate student workers submitted the signed cards to Alaska Labor Relations Agency (ALRA) for review.

Also on December 9, 2022, graduate student workers sent this [letter to UA administrators](#), asking for voluntary recognition, stating *"The UA system is the only remaining R1/R2 public research institution on the U.S. West Coast without an academic student employee union."*

The next step is for the Alaska Graduate Workers Association (AGWA), represented by the national union UAW, to either be voluntarily recognized by UA or to be certified after card review by ALRA. In either case, UA graduate student workers will likely soon be bargaining their first collective bargaining agreement. Support the graduate student workers in your discipline however you can.

Last Call Before Convening in January: **UNAC Non-Tenure Track Faculty** **Ad-Hoc Committee**

Thank you to those of you who have expressed interest in joining this committee! This group will convene in early spring semester to determine goals and objectives. All non-tenure track faculty members throughout the state should consider joining this committee. We hope this committee will help inform CBA improvements for non-tenure track faculty in our next round of negotiations.

Please fill out this [Google Form](#) to express your interest in joining this important committee.

United Academics leadership recognizes that fully $\frac{1}{3}$ of our membership is off the tenure track and ineligible for the protections granted through tenure. These members have varied titles, and dozens have worked in their positions for over a decade. While the collective bargaining agreement (CBA) still ensures these valuable faculty members the right to receive contracts for up to 5 years, we know we need to do more to create equity.

When the next round of bargaining opens in two years, we want to be armed and ready to fight for what our non-tenure track faculty members most want and need. The only way we can gain these insights is through direct involvement of our non-tenure track members.

This new ad-hoc committee will be chaired by UAF Vice President Mara Bacsujlaky, who herself is a 16-year non-tenure track faculty member at the

UAF Cooperative Extension.

Committee meetings will occur via Zoom to enable statewide participation, with the first meeting likely occurring at the start of spring semester. Please fill out this [Google Form](#) to express your interest in participating in this important new committee.

United Academics' Four Tenets of Excellence

United Academics leadership strives to practice these four tenets at work. If a proposed work obligation isn't fulfilling one of these four tenets, it is likely misguided.

Read more about the four tenets on [United Academics' website](#). The four tenets are as follows:

- Honor Our Differences
- Prioritize the Academic Mission
- Educate for the Common Good
- Build for the Future



Reminders

Holiday FTO: Required Dates to Claim

All faculty have 15 days of FTO available; 5 can be cashed-in.

- **All members must claim December 27-29 as FTO days** on the relevant timesheet
 - Failure to claim these days will make you ineligible to cash-in any FTO days in the spring
- Claim additional days if you are taking additional time off during the winter break
- Notify your supervisor when claiming FTO if claiming more than the three mandatory days and you are scheduled to meet with students during that time

Don't Miss the Grade Submission Deadline!

Grades are due by **noon on Wednesday, December 21, 2022**. Tardiness in submitting grades reflects poorly on faculty members and has negative impacts on affected students.

Students' scholarships are put at risk when grades are submitted late. Military and international students are at risk of losing funding through the GI bill or losing their education visas allowing them to stay in the country.

**Be kind to your students. Be a responsible faculty member.
Turn your grades in by noon on Wednesday, December 21, 2022.**

Meeting Notices

UNAC General Membership Meetings

Regularly scheduled meetings: every second Tuesday from 5:30-7:00 p.m.
Additional meetings scheduled as needed. Separate emails with meeting information, including the Zoom link, will be sent to all bargaining unit members before each meeting.

Next General Membership Meeting: Tuesday, December 13, 5:30-7:00 p.m.

Next UNAC Representative Assembly Meeting

Saturday, February 18, 2022 (Sat) 10:00am - 2:00p.m. AKT via Zoom

UNAC Executive Board Meetings

Second and Fourth Wednesdays of each month, 1:30p.m. - 3:30p.m.

Dues paying members are welcome to attend the RA and Executive Board meetings. Contact your Org VP and/or office staff for the Zoom link.



**Enjoy your
winter break!**



Executive Board and Staff Contact

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Organizing Manager - Kate Quick
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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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