



UNAC Connection - June 2022



*Alaska AFL-CIO President Joelle Hall
at the 6-6-22 BOR meeting*

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Faculty SHOWED UP for the BOR at UAA!!

At least 25 faculty members showed up for each event during last Thursday's BOR meeting, and at least 10 faculty showed up again for the Friday portion of the BOR meeting. The photos below show a glimpse of the solidarity.

It was a beautiful summer day in Anchorage, and these colleagues made the time to show solidarity with each other and the UNAC bargaining team.

THANK YOU to these faculty members! Your support matters and it's noticed!



Live Stream



Upcoming Action Opportunities

Juneau rally!

- **When:** June 22, 2022, at 12:00 (noon)
- **Where:** Steps of the state capitol
- **Why:** Show your support for your bargaining team and your faculty colleagues.
 - We'll have signs and shirts, or you can wear red
 - Planning meeting on Zoom - June 14 at noon (link to planning session is in email sent 6/9)

Stage a Solidarity Photo at Your Location

- Gather two or more colleagues, friends, and/or family members
- Make homemade signs or contact UNAC staff for images to print locally (optional)
- Wear red shirts or UNAC shirts (optional)

- We can mail them to you! Contact staff for help getting shirts
- emails are at the bottom of this newsletter
- Take a photo and share it to our social media pages and with UNAC

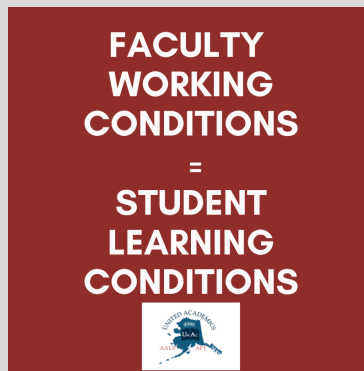
Share/Retweet our Social Media Posts

- [Facebook](#)
- [Twitter](#)

Virtual UAA Alumni Assembly (silent participants w/ UNAC profile pics)

- **When:** June 22, 2022 at 5:30 p.m.
- **Where:** <https://fb.me/e/1C2YclB99>
- **Why:** Attend virtually as silent participants, with cameras off, using a UNAC image from below as your profile picture *to show alumni that faculty are struggling*. Faculty matter, and alumni know it. Let's pack the screen with UNAC images to show our solidarity with each other and students.

Use Our Zoom and Social Media Images Below



To make our UNAC graphics be your profile picture:

1. Right-click the image to save to your computer
2. Log into your Zoom account
3. Find and click on your profile
4. Upload the UNAC image into your profile pic
5. Click 'save changes'
6. Log on to bargaining (or any Zoom meeting)

OR

1. Right click the image to save to your computer

2. Log on to a Zoom meeting
3. Click the "participants" icon at the bottom of the Zoom screen
4. Hover over your name in the "participants" list
5. Click the blue "more" button
6. Click "edit profile picture" and upload our UNAC image.
7. Contact union staff for help membership@unac4996ak.com

**Your participation in these actions matters!
Do whatever you can do to help your bargaining team
reach a fair and competitive contract!**

Bargaining Update

Filing of Unfair Labor Practice Approved by Executive Board, Pending Results of Mediation

United Academics leaders, lawyers, and affiliate unions believe clear evidence shows that the University has committed multiple unfair labor practices (ULPs) throughout the course of our negotiations.

While we are hopeful that we can reach resolution during these upcoming rounds of mediation, we stand ready to pursue legal next steps if mediation fails. On Wednesday, June 8, the United Academics Executive Board passed a motion authorizing the filing of a ULP in the event that mediation fails.



Mediation Continues

Many of you logged on at least once to watch negotiation sessions throughout the last academic year. You saw your bargaining team fighting for your interests. You saw the lack of knowledge and the disrespect regarding faculty work from UA's externally hired lead-negotiator and the entire team. You saw your UNAC team fight with reason and logic for maintaining and improving your working conditions. Now it's time to trust that your bargaining team will continue to fight for the best possible new contract.

Mediation sessions are confidential, and the contents proposed during mediation must stay confidential until an agreement is reached or the parties agree that mediation has failed. Despite conflicting messages from the UA administration, mediation has been ongoing since May 9. Our next sessions are scheduled for June 20 and 23.

Basic Signs of Respect from an Employer

Paying Employees on Time

Failure to get paid on time is a management failure. Not only is it a sign of disrespect; it is illegal. There is no excuse for an employer to be delinquent in paying its employees when the work has been completed and the money is available.

Right now, some on-contract United Academics members are facing the first of the month without the UA paycheck they are owed. We are working to get this egregious failure corrected in a timely manner for every case we are aware of. If you're working this summer and either don't get paid on time or are notified that your paycheck may be delayed, contact Melanie Arthur in the union office (melanie.arthur@unac4996ak.com).

National Report Shows Prioritizing Faculty & Staff will Sustain and Improve Institutional Success

To summarize news that isn't news, [this report](#) from [Huron Consulting Group](#) affirms United Academics' position that faculty and staff are the backbone of the University system, making student success and the fulfillment of university mission statements possible. If reasonable faculty and staff requests or recommendations are ignored, morale suffers, and workplace efficiencies and effectiveness also suffer. Again, our working conditions are student learning conditions.



An Update Regarding General Membership Meetings

Due to multiple factors, we did not host a June general membership meeting, and we apologize for the lack of communication about this. Our Organizing

Manager, Kate Quick, who normally sends out meeting reminders for all of us, has recently been out on medical leave. Thanks for your understanding.

We plan to host a special membership meeting in late June to answer questions, provide an update of our progress, and explain the process moving forward. This meeting is tentatively scheduled for Tuesday, June 28, from 5:30-7:00 p.m. We'll send a Zoom link and reminder as the date approaches; mark your calendars now!

Reminders

Student Loan Forgiveness

If you have student loan debt, have made regular payments, and have worked full-time for ten years anywhere in the University of Alaska system or at other public institutions, you should qualify for loan forgiveness under the newly revamped Public Service Loan Forgiveness (PSLF) program. Our national affiliate, American Federation of Teachers (AFT) has partnered with a non-profit organization, [Summer](#), to help our members apply for and receive PSLF. Go to [this website](#) for more information.

Weingarten Rights

If you find yourself called into a meeting with your direct supervisor that you believe could result in discipline, you have the right to request union representation at that meeting. Contact your Organizational Vice President for guidance. From the [National Labor Relations Board](#) website:

Any meeting may be an "investigatory interview" provided that the following occur:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee's performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

MEETING NOTICES

UNAC General Membership Meetings

NEXT MEETINGS:

- Special Meeting Tentatively scheduled for June 28, 2022, 5:30-7:00 p.m.
- Regularly scheduled meeting: Tuesday, July 12, 2022, 5:30-7:00 p.m.

Separate emails with meeting information, including the Zoom link, will be sent to all members before each meeting.

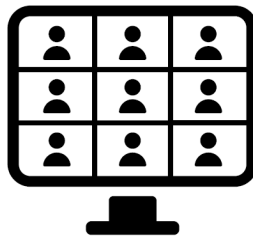
Next UNAC Representative Assembly Meeting

August 20, 2022 (Sat) 10:00am 2:00pm AKT via Zoom.

UNAC Executive Board Meetings

Second and Fourth Wednesdays of each month, 9:30 a.m.-11:30 a.m.

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



Executive Board and Staff Contact

President - Abel Bult-ito, Ph.D.

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Treasurer - Nelta Edwards, Ph.D.

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UAA Organizational VP - Tara Palmer

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Contract Manager - Melanie Arthur, Ph.D.

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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).

www.unitedacademics.net

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