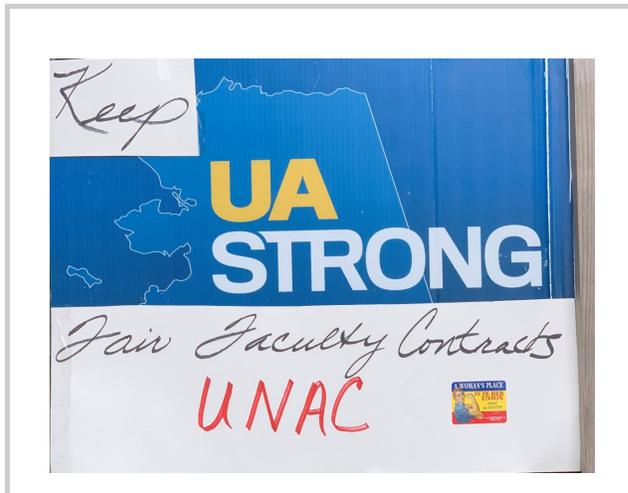




## UNAC Connection - October 2022



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- Mediation Progress and Process
- Statewide Officer Elections
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## Mediation: Where We Go From Here

Through the Federal Mediation and Conciliation Service (FMCS), the two teams will continue to finalize the few remaining items. With the major obstacles tentatively agreed to (TA'd), UNAC's team hopes to finish this mediation process imminently, with a new contract TA'd by both UA and UNAC negotiating teams.

After we have a new, fully TA'd contract, the next step is a *ratification vote* by United Academics members in good standing--faculty who became dues-paying members at least three months ago and new faculty who signed membership forms upon hire. The ratification process is laid out in our [union's by-laws](#). A ratification vote requires a simple majority of total votes cast.

If members-in-good-standing *do not vote to ratify the contract*, the bargaining teams will be forced back to the table to renegotiate the contract in an effort to make it more appealing to members who voted against ratification.

If the *ratification vote passes*, the newly ratified contract will go to the Board of Regents for approval. It will then proceed to the state government for final approval and monetary appropriation by the Legislature. The Legislature does not convene until January 2023, so the monetary appropriation and the backpay for late raises

will occur sometime after the legislature convenes.

THANK YOU to all of our bargaining unit members for your patience and support throughout this process. Your actions and support have made us a stronger union. We wouldn't have achieved 3% raises with a me-too clause, maintained academic freedom and tenure protections, or won new protections for our most vulnerable members without your support.

Special thanks to our three Faculty Senates for passing resolutions and motions in support of the United Academics bargaining team at their September meetings. Faculty solidarity is a powerful thing.

We have to keep up the public pressure for this final stretch until we have a TA'd agreement we can put up for a ratification vote. We know resolving this standoff matters. The management team appears to be in no hurry to finish. Pressure from faculty and community members will help finish this. See the 'Actions' section at the bottom of this newsletter.

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## Officer Elections

In the coming weeks, we will be seeking nominations to fill the roles of our three statewide officers: president, secretary, and treasurer. Descriptions of officer duties are included in Article III of [our union bylaws](#).

We encourage all of our dues-paying members throughout the state to seriously consider running for one of these leadership positions. Alternatively, consider who amongst your colleagues you would like to see in one of these roles, and encourage them to throw their hat in the ring. Members in good standing can self-nominate or be nominated by a colleague. If you nominate a colleague, discuss it with them first to ensure they are willing.

Successful nominees will submit a candidate statement along with at least 10 endorsements from other UNAC members in good standing. Details of these requirements will be forthcoming. In early February, members in good standing will vote on which nominees should fill these important roles.

This is an exciting time to take on a leadership role in United Academics!



# Seeking Members: UNAC Contingent Faculty Ad-Hoc Committee

This is a new committee, and it can't be formed without members willing to participate. Please fill out this [Google Form](#) to express your interest in joining this important committee. We are primarily seeking non-tenure track faculty for this 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. United Academics leadership understands the vulnerability these members might feel due to working on year to year contracts with no guarantee of future employment. 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.

During the last round of bargaining, we secured promotions for all non-tenure track faculty, whereas previously only research faculty had been eligible for non-tenure track promotions. This was a big win, and ensured that our contingent members throughout the state have a systematic promotion process and access to the accompanying raises.

However, we recognize that the vulnerability of year-to-year contracts remains a serious concern. During this current round of bargaining, UNAC's team attempted to introduce a systematic method for multi-year contracts for long-term contingent faculty, but we were ultimately unsuccessful in that attempt.

We've heard from a few contingent faculty members that we should consider other options instead of multi-year contracts, such as a rolling two- or three-year contract, or clear paths from non-tenure track to tenure track status. When the next round of bargaining opens in two years, we want to have better insights into what our non-tenure track, contingent faculty members most want and need. While we know time is precious, the only way we can gain these insights is through direct involvement of our non-tenure track members.

With that in mind, the United Academics Representative Assembly has approved the creation of an ad-hoc contingent faculty committee (name tbd). The 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.

Again, please fill out this [Google Form](#) to express your interest in participating in UNAC's new Contingent Faculty Committee.

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## Public Service Loan Forgiveness Application Deadline is October 31, 2022

There's been a flurry of news about student loan forgiveness. The details for the

recently announced \$10,000 and \$20,000 loan forgiveness plan are slowly being revealed, as are plans to recalculate payments made through Income Based Repayment plans. It currently appears that these changes to individual loan accounts will take place automatically in the coming months unless individuals apply to opt-out.

However, *Public Service Loan Forgiveness (PSLF)* is *NOT automatic*, and the deadline to apply for PSLF forgiveness is October 31. Right now, all UNAC members with federal student loans should apply for PSLF before October 31 in order to benefit from this temporary recalculation of payments towards forgiveness, if they haven't already applied.

All bargaining unit members with student loans should use the Federal Student Aid (FSA) PSLF Help Tool, which can be found at [www.aft.org/pslf](http://www.aft.org/pslf).

By 11:59 pm ET on 10/31, members need to have downloaded their PSLF application from the PSLF Help Tool. Members **DO NOT** need to have received the UA sign-off before 10/31. Part of the process requires that people know the UA Employer ID # (92-6000147, also available on W2s) and their personal Federal Student Aid ID ([FSA ID](#)). If members don't already have an FSA ID, it can take up to a few days to set up, so don't delay!

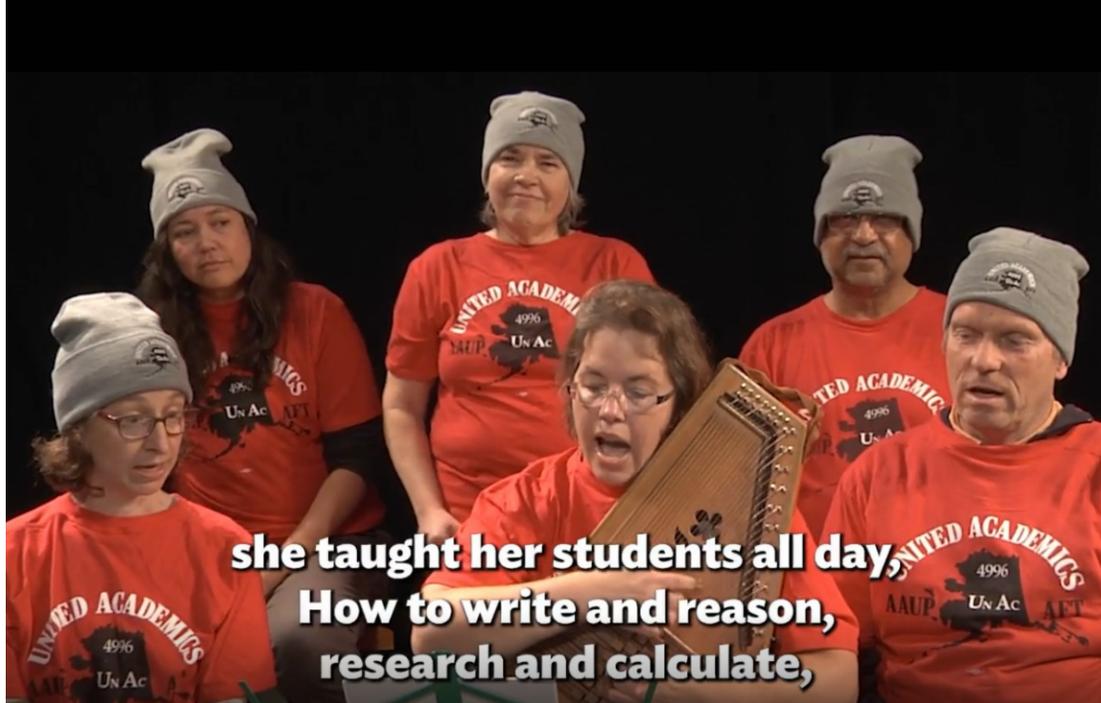
Additionally, all members with student debt should consider signing up for AFT's 'Student Debt Clinic Webinar' through this link: <https://cvent.me/17XZka>



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## SOLIDARITY ACTIONS

- **Wear red to work on Wednesdays.** If you have a UNAC shirt, wear it! If you want one, contact your Org VP or UNAC staff.
- **Download and use one of [these profile pictures](#)** as your Zoom profile picture during work meetings.
- **Make a homemade sign to hang on your office door** that says "I support UNAC" and send a photo of your sign to staff or leadership.
- **Share and re-Tweet content from our social media sites:** [Twitter](#) [Facebook](#). on Twitter, tag @UAlaskaPres in your re-Tweet
- **Watch and share [this video rendition of the classic "Union Maid" song](#)** It was written, performed, and produced by UAF faculty members.



Take two minutes to [watch these colleagues sing!](#)

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## 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 MEMBERSHIP MEETING:** Tuesday, November 8, 2022 - 5:30-7:00 p.m.

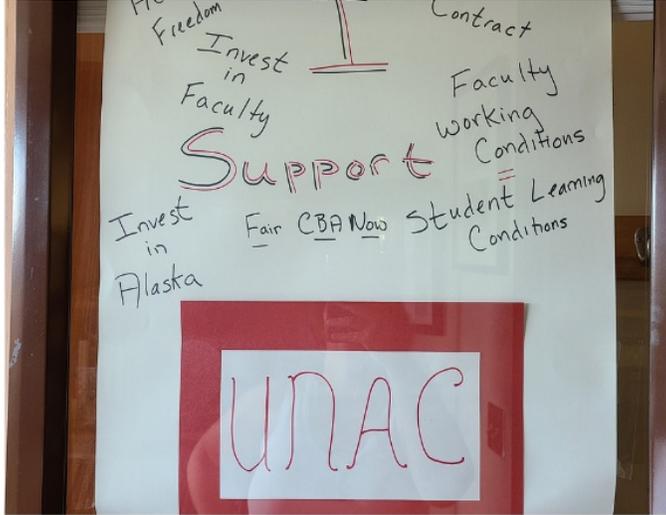
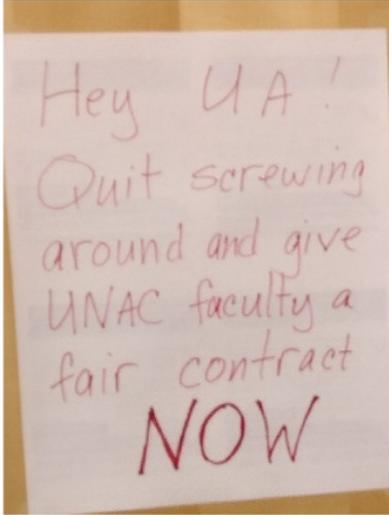
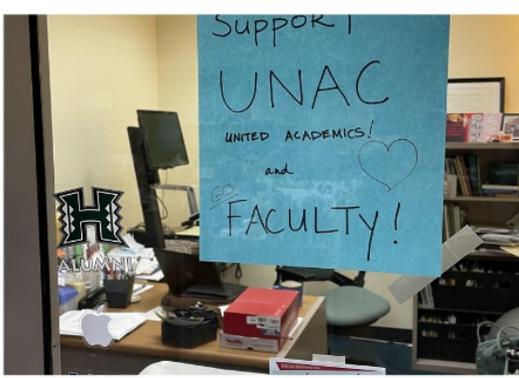
### **Next UNAC Representative Assembly Meeting**

Saturday, November 12, 2022 (Sat) 10:00am - 2:00pm AKT via Zoom

### **UNAC Executive Board Meetings**

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

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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](http://www.unitedacademics.net)

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