



UNAC CONNECTION

November 11, 2019

ADVOCACY UPDATE

- The Representative Assembly approved three motions, two of which are attached. The third motion was to unanimously endorse the Faculty Alliance resolution 2020-08, which clarifies roles of the President and Chancellors in Board of Regents policies; see attached resolution and proposed changes to Board of Regents policies.
- The Representative Assembly also did a first reading of suggested changes to the United Academics bylaws, which address the changes necessitated by the US Supreme Court JANUS decision, bringing some language back that was removed due to our merger with the University of Alaska Federation of Teachers, and some house keeping items. Please review the proposed changes and let us know if you have any suggestions for additional changes.
- The Representative Assembly will have a special meeting on Friday 15 November 2019 3:30-5pm by Zoom to discuss and approved the proposed revisions of the bylaws. If you would like to attend the meeting, please use the following Zoom link: <https://alaska.zoom.us/j/868104700>; dial in: 1-669-900-6833, ID: 868104700.
- Shared governance forums were held on 4 November in Juneau, 5 November in Anchorage, and 6 November 2019 in Fairbanks with Zoom links for online participations. Chris Sinclair from the University of Oregon provided an engaging and very timely discussion of shared governance, while AAUP lead organizer Jim Bakken and AFT national representative Jason Wedemeyer led the membership meeting discussions. Links to the recorded shared governance presentations will be provided in the next UNAC CONNECTION.

YOUR RIGHTS DURING A MEETING WITH YOUR DEAN/DIRECTOR TO DISCUSS YOUR PERFORMANCE

- According to Appendix A of our [collective bargaining agreement](#), if there are any concerns about your performance your dean/director should be having an in-

person meeting with you and discuss the issues. This should not be a disciplinary meeting but should allow you as an employee to explain what happened and for the dean to get a balanced view of the issues. Generally, such a meeting is sufficient to address the issues.

- For example, the dean meets with you to discuss some student complaints. It turns out that students misinterpreted your comments and you agree to clear up the misinterpretation the next time the class meets. Or, you might have said something that could be offensive to some students and you agree not to say such a thing again. This should resolve the issues.
- If student complaints continue, the dean/director may meet with you again and explain that some things need to change. Depending on the severity of the issue, at this time you may receive a letter of expectations, which is not disciplinary but outlines the expectations of professional conduct.
- **Weingarten Rights:** any time that you meet with your dean/director and you feel that the conversation may become disciplinary in nature, you have the right to invoke your Weingarten Rights and ask for a union representative to be present before discussions proceed.
- If problems with your performance continue, the dean/director may initiate an investigation to document the potential shortcomings in your performance which could lead to disciplinary action. When an investigation is initiated, you as well as United Academics will be notified and the investigation will be conducted as described in Article 11 of the [collective bargaining agreement](#).
- Please keep in mind that any allegations of unlawful conduct may result in more immediate actions, such as paid or unpaid leave of absence until an investigation has been completed. Again, as this would involve an investigation, Article 11 would be followed.

TIME SENSITIVE: MEMBER ACTION

- Please review the proposed bylaws changes and submit any comments or suggestions for changes to Cyndee West at cyndeewest@gmail.com before 15 November 2019.
- We will be reaching out to you in the next few weeks to ask you to complete a card to encourage everyone to be more involved in our union.

*This message is intended for represented faculty of UNAC.
If you have received this message in error, please contact cyndeewest@gmail.com.*