

# UNAC Negotiations

## 3/24-3/25

University of Alaska Presentation to UNAC Negotiation Team

# TA'd - Improvements to CBA

- Enhanced complaint appeal process for non-promotion/non-tenure issues
  - United Academics can appeal to provost who must review complaint
- Required faculty consultation when developing teach out plans
- Clarified faculty member rights of just cause
- Increased office space for United Academics
  - No increase in rental cost/sq. ft.

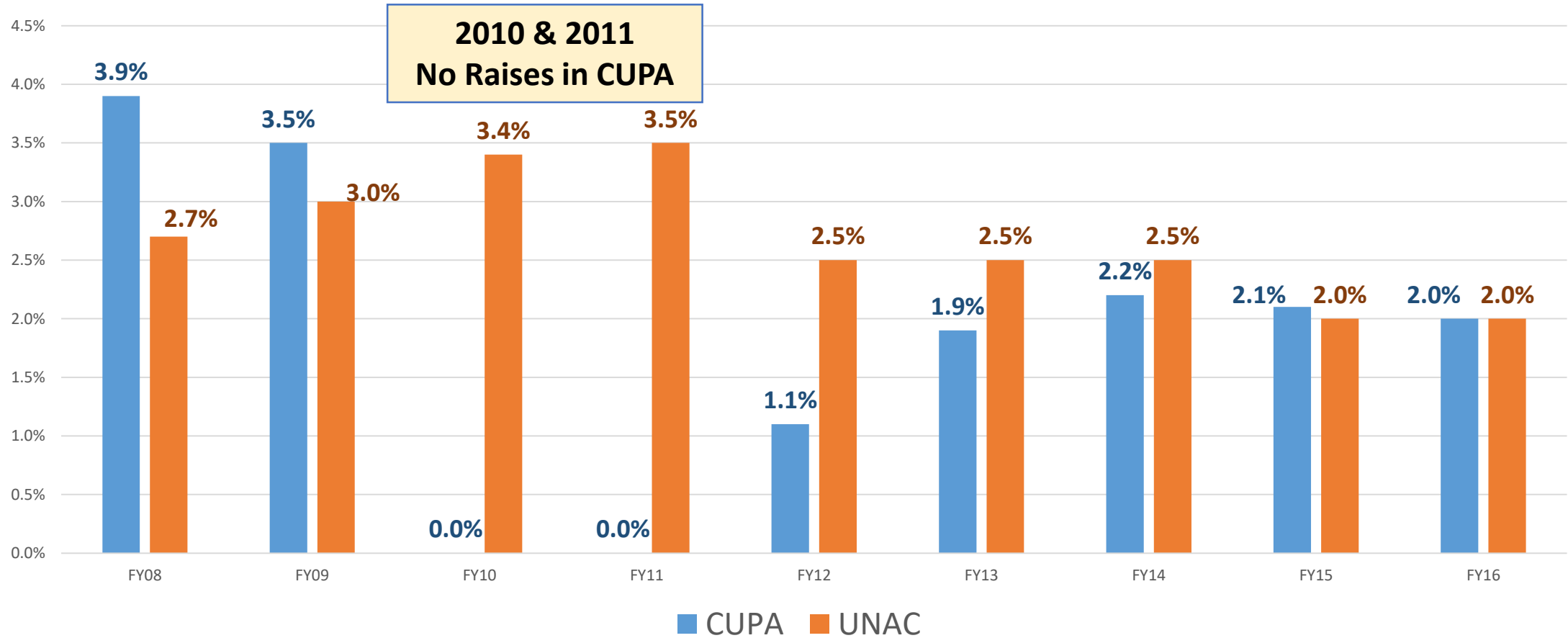
# Commitments made by UA outside of CBA

- Goal to make all offices and classrooms on campus lockable
- Manage healthcare costs with Joint Healthcare Committee
  - United Academics has representation on the committee
- Train deans/directors and designees on CBA
  - Importance of retention and merit bonuses
  - Communicating effectively with faculty

# Improvements in UA “Bridge” Agreement

- No faculty furloughs or pay cuts during 2 year agreement
- Increases salary minimums
- UA allocates \$300K in FY18 and FY19 for faculty development
- Potential for market adjustments; larger potential share for faculty
- Doubles size of unilateral bonuses Deans/Directors can give faculty
- Creates one promotion/tenure calendar for all UA
  - Faculty would now only need to submit one file for review
- Professional development would now be considered in workload
- Creates Regents’ Professor with lump-sum award of \$10,000

# Comparing Recessions - Salary Increases



*Note: CUPA average increases (National Survey) vs. UNAC Across the Board Negotiated Raises*

# “Great Recession” vs. Alaska Recession

- 2008

- University of California System
  - 18 day faculty furlough
  - Equivalent to 9.23% Pay Cut
  - Massive increases in class size
    - Forced classes online to accommodate sudden increase
- System Funding Level Frozen at 2005-2006 Level

- 2017

- University of Alaska System
  - No proposed furlough
  - No proposed Pay Cut
  - No mandate on online course offerings
- System Funding Reduced Past 3 Fiscal Years \$53 million (14%)
- AK Senate Proposing \$309M FY18
  - \$16.3M cut (5%)
  - 4% and 3% cut FY19 and FY20, resp.

# UA Benefit Costs Paid on Behalf of UNAC Employees (Not included in Payroll)

	UNAC Employees	Healthcare	Retirement	Long-Term Disability	Life Insurance	Total Cost of Benefits	Average Cost per UNAC Employee
2013	987	\$9,351,903	\$6,052,700	\$91,900	\$38,100	<b>\$16,690,103</b>	<b>\$16,909</b>
2014	963	\$13,191,853	\$6,082,500	\$95,100	\$39,000	<b>\$20,902,853</b>	<b>\$21,705</b>
2015	923	\$13,904,535	\$5,603,800	\$104,100	\$38,000	<b>\$21,422,035</b>	<b>\$23,209</b>
2016	898	\$12,968,867	\$5,606,172	\$98,500	\$37,300	<b>\$20,418,204</b>	<b>\$22,737</b>

**Note – Even with loss of 89 UNAC faculty in 3 years Benefit costs \$3,728,101 higher - Primary driver healthcare costs**