

United Academics AAUP/AFT Local 4996

UA/UNAC Contract Overview

August 2017

United Academics and the University of Alaska have a new contract!

- On July 11, 2017 UA and UNAC reached tentative agreement on a new collective bargaining agreement.
- The new CBA replaces our contract that expired at the end of December, 2016 and continues to the end of December, 2019.
- The new CBA was approved by the UNAC Representative Assembly on July 14, 2017.
- The new CBA must still be approved by the UNAC membership and the UA Board of Regents.

Background and Timeline for UA/UNAC Contract Negotiations

- UNAC began formal preparation for negotiations in March, 2016.
- Negotiations with UA began September, 2016.
- After reaching tentative agreement on 16 of the 23 CBA articles, UA and UNAC reached impasse in March, 2017.
- UA and UNAC mutually agreed to mediation and the Alaska Labor Relations Agency certified UA/UNAC impasse in April, 2017.

Timeline for UA/UNAC Contract Negotiations (continued...)

- The ALRA referred UA and UNAC to the Federal Mediation and Conciliation Service (Seattle office) for federal mediation.
- June 26-27, 2017 UA and UNAC met with a FMCS commissioner (i.e., federal mediator) in Anchorage; mediation concluded with informal agreement on the outstanding 7 CBA Articles.
- July 11, 2017 UA and UNAC reached tentative agreement for a new CBA.
- July 14, 2017 new CBA approved by UNAC RA.

Who represented UNAC during 2016-2017 UA/UNAC Negotiations?

- Candi Dierenfield, Non-Tenure Track Associate Professor of Extension, UAF
- Pat Fort, Professor of Accounting, UAA
- Tony Rickard, Professor of Mathematics Education, UAF
- Mike Stekoll, Professor of Chemistry and Biochemistry, UAS
- Cyndee West, Contract Manager, UNAC
- Abel Bult-Ito, President, UNAC (behind the table)

Who represented UA during 2016-2017 UA/UNAC Negotiations?

- Geoffrey Bacon, Director of Labor Relations, UA Statewide
- Keli Hite McGee, Chief Human Resources Officer, UA Statewide
- Paul Layer, Dean, UAF
- Deborah Lo, Dean, UAS
- John Petraitis, Associate Dean, UAA

Context of 2016-2017 UA/UNAC Negotiations

- The Alaska state budget in multi-year deficit due to declining oil revenues, resulting in multi-year reductions to the UA budget.
- UA programs have been eliminated, reduced, and attrition of about 100 UNAC members.
- Significant enrollment declines at UAA, UAF, and UAS.
- Unpopular initiatives from UA Statewide, resulting in poor faculty morale and votes of no confidence in Strategic Pathways and in the leadership of UA President Jim Johnsen by UAA and UAF Faculty Senates.

UA/UNAC negotiations were very difficult, but through mediation we reached agreement on a new contract.

- Both UA and UNAC ended up making compromises to settle our new CBA.
- For UNAC members, the new CBA is not ideal, but it is reasonable.
- Given the context of UA/UNAC negotiations, especially the budget situation of Alaska and UA, the new CBA is very likely the best agreement we could get for our membership.

First, the bad news...

- For the three years of the UA/UNAC CBA, there will be no across-the-board raises for UNAC members.
- In the second and third years of the CBA, there may be market adjustments for UNAC members, but whether and to what extent funds are available is at the discretion of UA.
- Minimum compensation for overloads and summer instruction remains unchanged.

Now some good news...

- Explicit recognition of value of non-tenure track UNAC members and agreement on a global CBA change to “non-tenure track” from “term” (multiple Articles)
- Improved complaint process (Article 7)
- Explicit recognition of UNAC member prioritization for “teach outs” for a canceled academic program (Article 10)
- Clarification of “just cause” and progressive discipline, including new UA/UNAC MOA that has been drafted and signed (Article 11)
- Clarification of internal and external processes that can be utilized in cases of discrimination (Article 17)

And some more good news...

- All non-tenure track UNAC members, who have been in rank for at least five years, may apply for promotion. Unit peer review and university-wide peer review committees will include a NTT member of equal or higher rank for review of NTT UNAC members for promotion. Successful promotion will include a title change and a 10% raise in base salary (Article 9).
- Workload components have been clarified, including professional development as a possible workload component (Article 13).

But wait, there's even more!

- Higher minimum salaries for UNAC members;
- Increases in department chair stipends and merit bonuses;
- New title of Regents Professor, awarded at the discretion of UA, that includes a \$10K award;
- \$300K for each year of the agreement for UNAC members' professional development;
- A \$1 million Faculty Initiative Fund, distributed over three years and to be administered by SAC, to support innovative research and creative or performance work by UNAC members – FIF funds may also be used as seed money for external grants/contracts (Article 15).

And one more thing... 😊

After January 1st of each year of the agreement, UNAC members who have utilized and documented 5 days of Faculty Time Off (including the 3 days of mandatory closure), may cash out up to 5 days (40 hours) of unused FTO. This amounts to an additional 2.5% of salary for UNAC members who elect to cash out one week of FTO (Article 16).

Next Steps: Ratification of the 2017-2019 UA/UNAC CBA

- Full dues paying members must vote to ratify the new 2017-2019 UA/UNAC CBA. Your UNAC negotiation team and your Representative Assembly recommend approval.
- The UA Board of Regents must approve the new 2017-2019 UA/UNAC CBA (pending UNAC members' approval).
- The goal is to have ratification complete by the end of September, 2017.

Letter to UNAC Team from the UA Faculty Alliance

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July 21, 2017

CBA Negotiating Team
United Academics-AAUP/AFT Local 4996
PO Box 755895
Fairbanks, AK 99775-5895

Re: 2017 – 2020 CBA

Dear Colleagues,

The University of Alaska Faculty Alliance would like to express gratitude to the United Academics CBA Negotiating Team for their tireless efforts in pursuit of a collective bargaining agreement that is equitable to faculty across the University of Alaska system. The current budget environment coupled with historical administrative efforts to minimize faculty compensation and benefits left the team with the formidable task of negotiating reasonable contractual terms. To have managed the allowances described in the recent United Academics communique is admirable and greatly appreciated.

The Faculty Alliance extends our warmest thanks.

Best Regards,

DocuSigned by:

Lisa Hoffkamp
2017-2018 Chair
Faculty Alliance

**THANK YOU FOR BEING PART OF
YOUR UNION – UNITED ACADEMICS!**

QUESTIONS?

