



To UNAC bargaining unit members:

We met this Tuesday for another session of bargaining. This week we deviated from our standard Monday/Tuesday schedule and did not meet on Monday due to a scheduling conflict with UA management’s team. During our session Tuesday, we TA’d two more articles, had in-depth discussions about various items in UA management’s latest proposal, and presented our own new proposals. Details below.

Management’s emailed 11/04/2024 proposal and UNAC’s 11/12 responses

On November 4, we received a confidential package from UA management. On Tuesday, 11/12, we responded and countered during our scheduled negotiation session.

Following is a summary of UA management’s most recent proposed contract changes and UNAC’s responses.

RAISES

UA Management’s 11/4 proposal	UNAC’s 11/12 response
2.75% in FY26 3% in FY27 3% in FY28	4% in FY26 4.5% in FY27 5% in FY28

Me-Too Clause

What it is: This clause guarantees that if another group of UA employees (staff, 6070 employees,) get a larger raise than what’s in our CBA, our bargaining unit receives the same raise. 6070 and our adjunct union also have me-too clauses. This is our unified union response to UA management’s insistence on giving non-union staff the same raises our unions fight for.

On October 15, we had offered to remove it *in exchange for* raises of 5% in FY26, 5% in FY27, and 7% in FY28. UA did not accept these raises.

UA Management's 11/4 Proposal	UNAC's 11/12 response
remove the me-too clause and accept the raises above	Our offer to remove the me-too clause is off the table. We will only give up that clause for substantial raises, which they

appear unwilling to provide.

Healthcare

UA Management's 11/4 Proposal	UNAC's 11/12 response
<p>Maintain our current 82/18 split for net expenses (UA pays 82%, plan participants pay 18%) only for FY26. Beginning in FY27, all plan cost increases would be split 50/50 between UA and plan participants. This could significantly increase costs and eat into salary increases.</p> <p>Dilute the Joint Health Care Committee by eliminating our union majority, reducing the number of meetings, and removing the wellness program and duties such as 'investigate' and 'study' from the committee's responsibilities.</p>	<p>We proposed sticking with current language as a compromise. We want to see more assurances in article 16 to ensure that health care costs won't eat away our raises, but maintaining the 82/18 split and current JHCC practices is essential.</p>

Postdoc exclusion

UA Management's 11/4 Proposal	UNAC's 11/12 response
<p>Their earlier idea to exclude postdocs from raises, workloads, and evaluations was not part of their most recent proposal.</p>	<p>YES!</p>

Multi-Year Contracts

UA Management's 11/4 Proposal	UNAC's 11/12 response
<p>Refused once more to offer a systematic approach to multiyear contracts.</p>	<p>Our long-term NTT members deserve more job security, and we again proposed multi-year contracts of 2-5 years after 3 years of employment.</p>

Shared governance & UNAC

Side note: UA management's proposal described below conflicts directly with [articles 5 and 17](#) which are already TA'd, and we will not agree to include management's proposed language below.

UA Management's 11/4 Proposal	UNAC's 11/12 response

Re-proposed their new phrase “union business is to be conducted outside of University compensated time, for example, academic governance activities.”

Our union exists, and our members have a right to talk about it at work. The language in articles 5 and 17, as well as current shared governance norms, have existed for decades and treat us as the professionals we are. We cannot accept that additional sentence.

Here’s our interpretation of what the above red sentence means, based on 11/14 table discussion:

- ‘Union reps’ would not be allowed to participate in faculty senate or department meetings, and likely other unmentioned committees.
- With the exception of two staff members, *‘union reps’ are faculty members across the UA system.*
- Essentially, this devolves to disallowing any discussion of our union on UA premises, i.e. pretending UNAC doesn’t exist. Obviously, this is problematic since our union has existed on UA premises for 26 years, or 51 going back to ACCFT’s origin in 1976.
- This language is meant to silence us, and we would never agree to it.

CBA Effective Dates

UA Management's 11/4 Proposal	UNAC's 11/12 response
Continues to add language specifying that the contract cannot be retroactively applied, potentially depriving our bargaining unit members of a year of salary increases if we can't ratify a new contract by spring 2025.	We need to be meeting more often and having more transparent discussions about each team's proposals in order to settle this contract in a timely manner. We will not agree to any phrasing that would endanger our members' well-earned right to annual salary increases.

External Review Letters for Promotion Files

While we differ on the precise language, we may be approaching agreement that not all bargaining unit members need to include external review letters in their promotion files. These letters are useful for our researchers and tripartite faculty but are not very logical for our teaching faculty.

We TA'd Two Articles

Article 11: Disciplinary Action

- We agreed to delete a sentence stating that letters of expectations are retained for two years. *These letters go back to expiring after one year. Note that Letters of Expectations are non-disciplinary by definition and do not go into your personal file.*
- No other changes in this article.

Article 12: Personnel Files

- UA management gave up their proposed language that would have made all disciplinary material remain in a personnel file forever. They agreed to

our proposal to continue with existing language and HR norms, wherein disciplinary material is removed after two years, with exceptions for serious offenses.

- We TA'd this article with the two-year document retention limit intact.

UNAC's 11/12/2024 Counter Proposals are Available on Our Website

Package of articles proposed by UNAC:

[Package of articles 1 \(Agreement and Duration\), 2 \(Purpose\), 9 \(Faculty Status\), 15 \(Compensation\)](#)

Individual articles proposed by UNAC

[Article 10: Reduction in Force](#)

[Article 13: Workloads](#)

[Article 16: Benefits](#)

What's Next

Our next currently scheduled bargaining sessions will occur on Zoom on November 25 and 26. The clock is ticking, and we hope to schedule additional, brief meetings between now and November 25 in order to conclude this round of negotiations in a timely manner.

UNAC Actions

Hang signs on your office door saying you support UNAC. Take a photo of your door sign and email it to kate.quick@unac4996ak.com or text it to 907-799-5031. If you're in Juneau, Andrea Dewees is planning a sign making event this Thursday, 11/14, from noon to 3 in the commons near the library entrance.

We need you to write letters to the Board of Regents; they need to hear about your working conditions and spending power. It's your right and your responsibility to communicate these things to UA leadership. You cannot be disciplined for practicing your first amendment rights by respectfully sharing your lived experience with leadership.

Organize an event with your colleagues to support our negotiation team. We can help with logistics. Text us photos to 907-799-5031

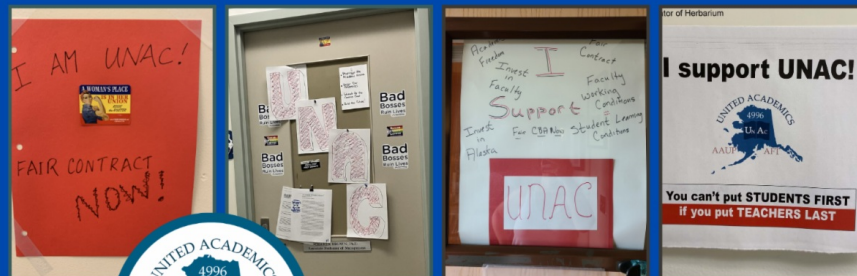
Give UNAC updates during department meetings. Contact us for help with giving those updates. We can provide elevator pitches, talking points, videos, handouts, etc.

Below are two events happening THIS WEEK, planned by faculty in Juneau and Anchorage.

UAS OFFICE DOOR SIGN-MAKING EVENT

TO SUPPORT UNAC IN NEGOTIATIONS

- **THURSDAY, NOVEMBER 14, 2024**
- **NOON TO 3:00 PM**
- **OUTSIDE EGAN LIBRARY MAIN ENTRANCE**
- **SUPPLIES PROVIDED**



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UNAC UNION POWER HOUR AT KING STREET BREWING

**THIS FRIDAY
NOV. 15
5:30-6:30 PM**



 KING STREET BREWING
9050 KING STREET
ANCHORAGE, AK 99515

**across the street from Anchorage Brewing Co*



**UNAC
WILL BUY
OUR
MEMBERS
A DRINK**

MORE INFORMATION: MEMBERSHIP@UNAC4996AK.COM

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United Academics Local #4996 (UNAC) is the bargaining unit that represents all post docs, non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is affiliated with the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT) as well as the Alaska Public Employee Association (APEA) and Alaska AFL-CIO.

www.unitedacademicsak.org

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