



To UNAC bargaining unit members:

We had another short negotiation session this morning. UA management's side gave us a new proposal on article 9: Faculty Status. In their proposal, they:

- agreed not to make changes to the 'external review letters' component of promotion files.
- did not agree to extend NTT non-renewal notice in the first two years from 14 to 30 days.
- re-proposed language in 9.2.5 that bases market adjustments on merit rather than on market trends.
 - market adjustments have not taken place since a [2019 market study](#) by former UA President Johnson. UA did not fulfill years two and three of the promised three-year market adjustment for all UA employees (FY20-FY22).
 - Our last CBA did not have money dedicated to market adjustments.
 - In September, your negotiation team proposed adding a pot of money for market adjustments to our CBA, with guidelines for how they would be distributed.
 - Management said no.
 - Why are they insisting on this line about market adjustments being based on performance if they aren't going to be giving market adjustments?

Your UNAC negotiation team is deciding how to respond on article 9 and will keep it on our side until management presents their new proposals on the financial articles of the CBA, all of which are currently on their side:

- Article 1: Agreement & Duration
- Article 10: Reduction in Force
- Article 15: Compensation
- Article 16: Benefits

Our next negotiation session is scheduled for Wednesday, December 4, 2024, from 3:00-5:00 p.m. on Zoom. At that time, we assume management will present us with their latest financial proposals. Until then, your negotiators need you to participate in the following actions.

UNAC Actions

Hang signs on your office door saying you support UNAC. Take a photo of your door sign and email it to membership@unac4996ak.com or text it to 907-799-5031

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. Use these [talking points](#) and contact us for help.

Organize an event with your colleagues to support your negotiation team. Org VPs and office staff 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.

Fill out our [Member Testimony Form](#) (samples of how we'll use your answers below. Many more on our Facebook and Instagram pages)

“Cost of living adjustments that begin to catch up with recent inflation make it possible for our families to stay in Alaska and contribute to its future.”

-David Tallmon

UAS Professor of Natural Sciences



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“I hope to spend the rest of my career at the UAA training bioarchaeologists to work on cultural resource management projects throughout the state. A fair and competitive contract makes that dream possible. We lose too many amazing faculty who don't feel supported by UA.”

-Ryan Harrod

UAA Associate Professor of Anthropology & UNAC Org VP



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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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