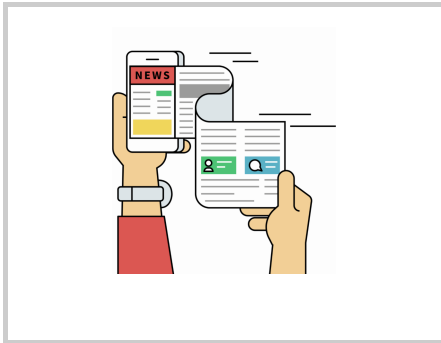




## UNAC Connection - August 2024



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## **Welcome to A New Academic Year**

To our new members, welcome to the University of Alaska system and to United Academics! We're here to help, and we're glad you're here. To all of our returning members, we're glad to have you back! We hope you all had a good summer, whether you were working in the field, the lab, the classroom, the studio, or taking time off to rejuvenate. Keep in mind that salaries for returning faculty should be 2.5% higher than last year's.

### **Bargaining**

Our Negotiation Team is preparing to fight for raises that address recent inflation, among other workplace priorities. In addition to planning UNAC's proposals for improving our CBA, our Negotiation Team has been working throughout the summer with UA Management to set ground rules, the bargaining schedule, and the meeting modality. While the two teams have not yet agreed to ground rules, bargaining dates, or bargaining modality, our team is ready to go and we expect to begin bargaining on Monday, August 19, 2024.

Stay tuned for more information on how you can watch bargaining sessions and what you can do to support our Negotiation Team this fall.

### **Contract Campaign Action Team & UNAC Committees**

One way our dues-paying members can support bargaining is by joining our Contract Campaign Action Team (CCAT) and/or by answering CCAT's calls to action. Dues payers can also help steer our union into the future by joining one of

our [standing committees](#).

Organizational Vice President (listed below) are the perfect people to talk with about this. They can also answer your questions and discuss your concerns with you, and they can give you a UNAC t-shirt or hat if you're a dues paying member!

## August Membership Meeting

Your UNAC leadership and staff are always happy to hear from our membership, whether you have a question or concern or you want to bring your energy and ideas to actively help UNAC. One way to be more involved with UNAC is by attending our monthly membership meetings (second Tuesday of each month on Zoom @ 5:30 p.m. AKT).

### UNAC's August membership meeting is this week!

**Date:** Tuesday, August 13, 2024

**Time:** 5:30-7:00 p.m. AKDT

**Location:** [Zoom](#)

meeting ID: 85297768388 Passcode: 464303

The [meeting agenda](#) includes opening remarks from President Jill Dumesnil, followed by a town-hall style membership Q&A.

## Academic Year Action 1

**Wear red every Monday** at work to show support for our Negotiation Team. It's an easy way to show and build our solidarity with each other. Let's start the year off right!

**Start wearing red to work on Monday, August 19.**

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## Report on the [2024 AFT Convention](#), Houston, TX

July 22-25, 2024

By Jill A. Dumesnil

UNAC Organizing Manager, Kate Quick, and I attended the biennial convention of AFT held July 22-25, 2024, in Houston, TX. The agenda was packed with exciting speakers, video presentations, committee reports, constitutional amendments, political endorsements, leadership elections, recommended resolutions, member debates, and lots of Robert's Rules!

We heard from Delores Huerta (labor leader, civil rights activist, and co-founder, with Cesar Chavez, of United Farmworker Association), Shawn Fain (UAW president), Linda Khan (chair of the Federal Trade Commission), Rohit Chopra (director of the Consumer Financial Protection Bureau), Randi Weingarten (AFT president), Vice President Kamala Harris, and others. AFT was the first union to endorse Kamala Harris for President, and she chose our convention as her first union [event](#) following her candidacy. Her speech can be viewed on [YouTube of Harris at AFT](#).

AFT had 13 convention committees and each delegate was a member of one committee. Each committee recommended three resolutions to be approved by the voting delegates. The committees were Educational Issues, Healthcare Access/Quality, Higher Education, Human Rights, International Relations, Labor and the Economy, Organizing and Collective Bargaining, Political Action/Legislation, Public Services, Retirement, RNs/Healthcare Workers, Schools and Colleges Support Staff Issues, and Women's Rights. I was a member of the Higher Education

Committee.

We passed 44 resolutions including:

Endorsement of Kamala Harris for President, Real Solutions for Higher Education, In Support of Affirmative Action and Equal Opportunity, AFT Policy Toward Dual Enrollment, Addressing Staff Shortages in the Government Workforce, Artificial Intelligence, Guidelines for Educating Students and School Staff about Indigenous People's Culture and History, Support for Decarbonization of Our Public Schools, Colleges, Universities, Hospitals, and City Buildings, What is at Stake in the 2024 Elections, and more. All of the passed resolutions can be found at the convention link above.

This convention is unlike any higher education "conference" that I've ever attended!

pictured below:

*top - Vice President Kamala Harris speaking at the AFT Convention*

*bottom-left - United Auto Workers (UAW) President Shawn Fain speaking at the AFT Convention*

*bottom-right - UNAC President Jill Dumesnil (left) and Organizing Manager Kate Quick (right) in the convention hall with a giant cardboard cutout of AFT President Randi Weingarten's head.*



# Academic Year Appointment Letters

If you are reading this and still haven't received your annual appointment letter, contact your UNAC Org VP and Contract Manager (contacts below) to let them know of the problem. While some units have been delayed in issuing their annual appointment letters, you should have a signed appointment letter before you're back to work.

The salary listed on appointment letters for all returning bargaining unit members should reflect our negotiated 2.5% increase to base pay. Unless you are a new bargaining unit member starting your job after July 1, 2024, make sure to double check that your base salary is 2.5% higher than last year.

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## Benefits Arrears Deductions

Just over one year ago, UA's Human Resources unilaterally changed deductions practices for employees working less than 12 months per year, despite concerns raised by United Academics leadership and members of the Joint Health Care Committee. The result is that any UA employee who was not paid for all or part of the summer months will see extra deductions after they are back on paid status. The arrears balance will be deducted from paychecks at a maximum rate of 40% of the total arrears balance and 100% of FSA deductions.

At a minimum, you should be able to see your arrears balances in UA Online so you know what to expect. Some of our members have found the link not to be working; if that includes you, please let us know so we can take it to Labor Relations to be resolved. We continue to work to address the problems raised for our members by this new system.

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## Reminders

### Member Highlights Corner

Take five minutes or less to submit content for our Highlights Corner by filling out [this form](#). We want to highlight your recent publications, presentations, performances, community service, and other professional achievements in a sidebar on our website (<http://unitedacademicsak.org>).

### UNAC Sick Leave Bank

The Sick Leave Bank application can be found under 'forms and guidelines' on this [UA Labor and Employee Relations](#) webpage.

The UNAC sick leave bank was formerly the UAFT sick leave bank; when the two unions merged into UNAC in 2018, the sick leave bank became the UNAC sick leave bank. It was incorporated into our most recent CBA (article 16.8).

### Current Collective Bargaining Agreement (CBA)

Our CBA is available on our United Academics website:  
<http://unitedacademics.net/collective-bargaining-agreement-cba/>

## YouTube Channel

Our [YouTube channel](#) (@United Academics\_4996\_AK) has various training videos. Contact us if you have additional training requests.

## UNAC Website

Please visit our United Academics website: [unitedacademicsak.org](http://unitedacademicsak.org) for helpful resources including:

- Executive Board officer contact info & Representative Assembly roster
- A pdf version of our current CBA
- An archive of our monthly newsletters
- E-Board and RA meeting minutes
- Our union by-laws and constitution
- Union member benefits
- And more



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## Meeting Notices

### UNAC General Membership Meetings

- Regularly scheduled meetings: every second Tuesday of the month from 5:30-7:00 p.m.

### Next General Membership Meeting

Tuesday, August 13, 2024, 5:30-7:00 p.m. AKT

### Next UNAC Representative Assembly Meeting\*

Saturday, August 17, 2024, 10:00 a.m. - 2:00 p.m. AKT

### UNAC Executive Board Meetings\*

Third Wednesday of each month, 9:30 a.m. - 11:30 a.m. AKT

*\*Dues paying members are welcome to attend the RA and Executive Board meetings. Contact your Org VP and/or office staff for the Zoom link.*

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## Executive Board Contacts

**President - Jill Dumesnil, Ph.D.**  
[jill.dumesnil@unac4996ak.com](mailto:jill.dumesnil@unac4996ak.com)

**Interim Treasurer - Tara Palmer**

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**Secretary - Abel Bult-Ito, Ph.D.**  
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**UAA Organizational VP - Ryan Harrod, Ph.D.**  
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**UAS Organizational VP - Andrea Dewees, Ph.D.**  
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**UAF Organizational VP - Douglas Cost, Ph.D.**  
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**Extended Sites Organizational VP - Cindy Trussell, Ph.D.**  
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**Contract Manager - Melanie Arthur, Ph.D.**  
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**Organizing Manager - Kate Quick**  
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**United Academics Local #4996** (UNAC) is the bargaining unit that represents post doctoral fellows, non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).

[unitedacademicsak.org](http://unitedacademicsak.org)

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