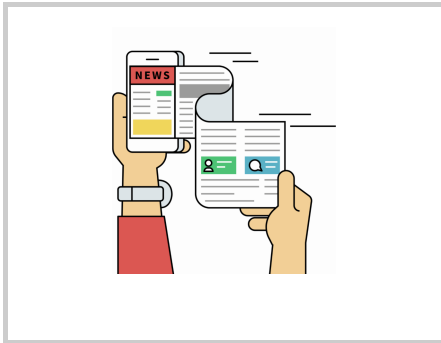




## **UNAC Connection - July 2024**



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## **Last Days of Summer & First Days of Fall Contract**

In two short weeks, we start the academic year 2024-2025! We'll keep this newsletter short in hopes that you're all finding time to relax and keep your thoughts off work before our fall contracts start on August 12, 2024.

If you don't have your annual appointment letter by Monday, August 12, 2024, contact your Org VP and our Contract Manager (contacts below). While some units have been delayed in issuing their annual appointment letters, these issues should be resolved before you're back to work.

The salary listed on your appointment letter should reflect our negotiated 2.5% increase to base pay. Double check to make sure your salary reflects this raise.



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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 currently not being paid will see extra deductions after they are back on paid status. The arrears balance will be deducted from paychecks at a 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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## Join Our CCAT—Wait, What's a CCAT?



If you hadn't heard, UNAC is going back to the bargaining table in a few short weeks! Our [Negotiation Team](#) will do the hard work of bargaining at the table, and they'll be counting on UNAC's members-at-large to support them.

That's where our new CCAT comes in.

**CCAT stands for Contract Campaign Action Team.** The 'contract' we're campaigning for is our next Collective Bargaining Agreement (CBA). Our CCAT will be composed of active bargaining unit members throughout our UA system who want to help UNAC secure a strong new CBA. CCAT members will serve as liaisons between their colleagues and UNAC and will help engage our bargaining unit throughout the negotiation process.

Three years ago, our last CCAT coordinated social media testimonies, a faculty-written op-ed, attendance at BOR meetings, sign waving events, petitions, outreach to legislators, etc. We'll do all of that again, and more this time!

Our Negotiation Team's success at the bargaining table depends on members like YOU actively supporting them from the sidelines. Join our CCAT movement today!

For more info or to add your name to our CCAT list, email UNAC's Organizing Manager, Kate Quick, at [kate.quick@unac4996ak.com](mailto:kate.quick@unac4996ak.com)



above: photo collage of a few events coordinated by our CCAT during our last round of bargaining in 2021-2022



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## Weingarten Rights

Weingarten Rights ensure that bargaining unit members are not unfairly or unjustly disciplined. Watch our short video below for a good summary of how and when to use your Weingarten Rights.



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## **Reminders**

### **First day of AY25 Contract is Sunday August 11, 2024**

- In practice, this means Monday, August 12, 2024
- Work assigned to be performed between May 11 and August 10, 2024, should be detailed on a separate workload with a summer appointment letter or a contract extension.

### **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.

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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.
- Separate emails with meeting information, including the Zoom link, will be sent to all bargaining unit members before each meeting.

## **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.*

## **Executive Board Contacts**

### **President - Jill Dumesnil, Ph.D.**

jill.dumesnil@unac4996ak.com

### **Interim Treasurer - Tara Palmer**

tara.palmer@unac4996ak.com

### **Secretary - Abel Bult-Ito, Ph.D.**

abel.bult.ito@unac4996ak.com

### **UAA Organizational VP - Ryan Harrod, Ph.D.**

ryan.harrod@unac4996ak.com

### **UAS Organizational VP - Andrea Dewees, Ph.D.**

andrea.dewees@unac4996ak.com

### **UAF Organizational VP - Douglas Cost, Ph.D.**

doug.cost@unac4996ak.com

### **Extended Sites Organizational VP - Cindy Trussell, Ph.D.**

cindy.trussell@unac4996ak.com

### **Contract Manager - Melanie Arthur, Ph.D.**

melanie.arthur@unac4996ak.com

### **Organizing Manager - Kate Quick**

kate.quick@unac4996ak.com

**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).

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