



UNAC Connection - August 2025



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Annual Activities Reports & Comprehensive Files Due September 12, 2025

Attention all returning faculty and post docs! Your annual activities report (AAR) or your comprehensive file (4th year, promotion, tenure, or post-tenure) is due no later than September 12, 2025, by 5:00 p.m. Each university has unique AAR and promotion file expectations, so check with your colleagues and your provost's office for specific details.

IF YOU WILL BE LATE putting in your AAR or your comprehensive file you need to *notify your supervisor before the deadline, not after*. Supervisors have begun to issue blanket UNSATISFACTORY reviews to anyone who misses the deadline. Supervisors can issue short term extensions without needing to consult the union, but if you are denied a needed extension or if you need to postpone for a year, contact UNAC (contract@unac4996ak.com). Longer extensions are typically only approved in cases involving sabbatical, FMLA, or similarly extenuating circumstances, and require a negotiated agreement.

Labor Day: September 1, 2025

Our predecessors in the Labor movement fought hard for a paid holiday to celebrate the workers who educated, served, healed, and built this country. That's why it's one of our 11 paid holidays at UA. This Labor Day, spend a couple hours of your paid holiday to celebrate our country's workforce. Professors, doctors, school teachers, and lawyers need plumbers, electricians, construction workers, mechanics, welders, etc, and vice versa.

If you're in Fairbanks or Juneau, don your UNAC red and take part in the events below! *If you live elsewhere, find an event near you, write a letter to your local newspaper highlighting workers over billionaires, or post pro-worker material on social media.*

TWO EVENTS IN FAIRBANKS



Annual Labor Day Parade and Picnic

Date: Monday, September 1

The parade:

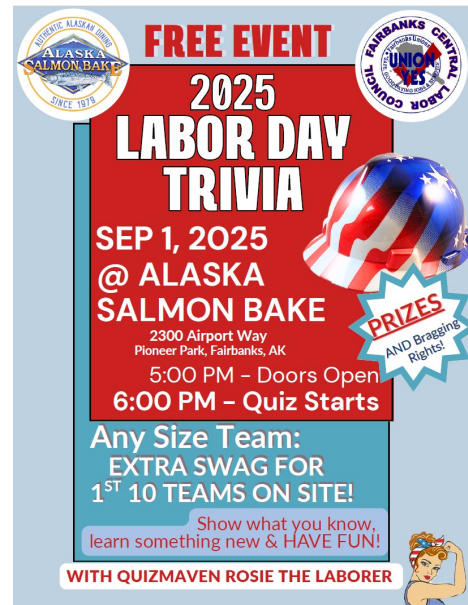
Time: noon

Location: Noel Wein Library on Airport Way

Logistics: shuttles run from Pioneer Park to Noel Wein prior to noon.

The picnic:

Immediately following the end of the parade in Pioneer Park. Free to union families who walk in the parade.



2025 Labor Day Trivia

Date: Monday, September 1

Time: 6:00 pm (doors open and team signup begins at 5)

Location: Alaska Salmon Bake

Get your trivia team together and enjoy a night of fun!

**please note: this event is only free if you do not order food or drink.*

TWO EVENTS IN JUNEAU



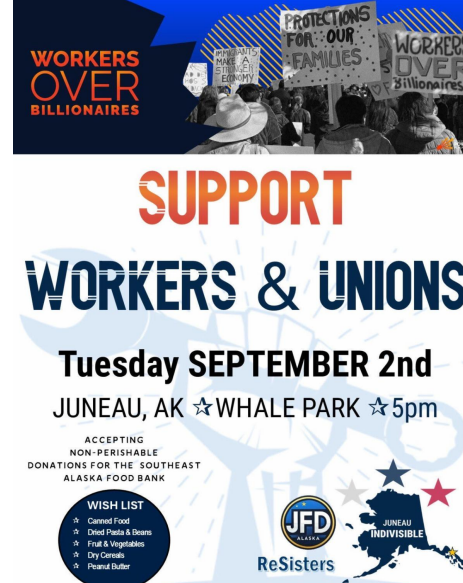
Labor Day Picnic

Date: Monday, September 1

Time: 11 am to 2 pm

Location: Sandy Beach

Details: Free food, fun games, great company



Rally and Food Drive to Support Workers Over Billionaires

Date: Tuesday, September 2

Time: 5 pm

Location: Whale Park

Details: Bring non-perishable food items for donation to SE AK Food Bank

BOR Testimony on Tuesday, September 2

UA Board of Regents will hear one hour of public testimony from 4-5 pm on Tuesday, September 2. This is your opportunity to speak directly to our Regents, and it is important for them to hear faculty voices, faculty concerns, and faculty triumphs. Following are a few topic ideas for public testimony, and an info-graphic of tips to help you plan your two-minute testimony.

BOR Testimony Topics:

- **(NEWS ALERT!)** The **BOR plans to GET RID OF AFFIRMATIVE ACTION** in UA's policy manual ([P01.02.025 - Discrimination](#)). Tell the Regents how you feel about this.
- The **BOR's anti-DEI motion** still stands. Tell the Regents how it is affecting your ability to do your work.
- Do you depend on **federal funding for your career**? Testify to the Regents about the importance of your work and the precarity of your NIH/NSF/NASA/ETC funding.
- Have you had a doctor's referral to PT or similar therapy challenged or delayed by the **addition of EviCore to UA's health plan**? Tell our Regents about the consequences of adding EviCore to our health plan.
- Have you or your students recently earned **public accolades or made major advancements in your field of study**? Tell our regents about it!

UA BOR PUBLIC TESTIMONY



1-800-717-1738

HOW TO

TIPS TO SUCCESSFUL TESTIMONY

- ✓ Call to get in the queue by 4:00 pm AKT
- ✓ Testimony is limited to two minutes
- ✓ Discuss only one topic (relevant to UA)
- ✓ Decide on your topic ahead of time
- ✓ Write a script or list of points to make
- ✓ Start your script with "Mr. Chair and members of the Board of Regents, my name is (your name), calling from (city)"
- ✓ Practice and stay on script
- ✓ Be yourself



Federal Funding

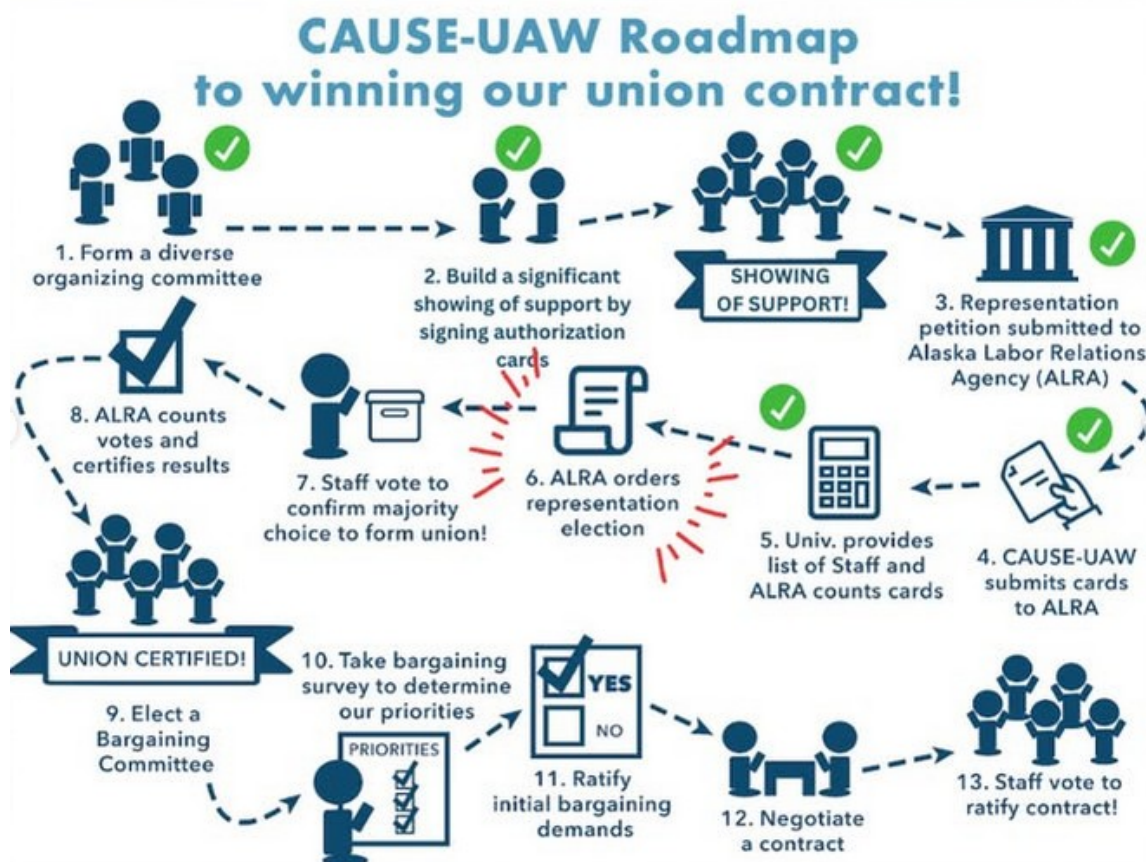
FY26 Federal Agency Funding: September 30, 2025, is the last day of the federal fiscal year, and Congress's deadline for passing a federal funding budget. This matters to UA because the federal budget funds the agencies that fund faculty grants (NSF, USDA, NIH, NASA, DOE, DOD, etc.). In early September, UNAC's leadership, in coordination with AAUP, will roll out a 'full federal funding' campaign targeted at ensuring our DC delegation votes to fully fund the federal agencies that grant hundreds of millions of dollars to many UNAC members.

Frozen/Retracted FY25 Federal Grant Funding: On August 21, the U.S. Supreme Court rejected a [lower court's decision](#) that NIH grants had been illegally frozen or rescinded. The lower court's decision had led to restored funding for some NIH grant recipients, allowing them to continue their ongoing research work. Unfortunately, the [Supreme Court's recent ruling](#) determined that grantees have been pursuing these cases in the wrong courts and need to start over in the Court of Federal Claims, where the cases could languish for years without hearings. Meanwhile, there is no longer a court order protecting disbursement of targeted grants and contracts.



Staff Union Update

United Auto Workers (UAW) is currently working with UA staff to form a new staff union called Coalition of Alaska University Staff for Equity ([CAUSE/UAW](#)). The chart below illustrates how far they've come in the legal process of forming a union, as well as steps remaining. They are currently at step 7 and will hold a formal election in the coming weeks. Then, they will bargain their first CBA!



UNAC Swag Store

Looking for something new to wear to work? Need a new coffee mug or a new canvas bag? Shop at our [new United Academics store](#) on Bonfire to find the perfect item for you. A small portion of the proceeds goes back to UNAC, and we'll use the proceeds to purchase more free swag for our members. You can select from items with our classic logo or our new, updated logo.



AAUP Resources, Workshops & Trainings for Dues Paying Members

- Virtual launch of a powerful new campaign uniting the full strength of the AAUP and AFT to **protect higher education from authoritarian attacks**. We will share how we are organizing to protect our members' vital work, defend the future of higher education, and ensure that every student has the chance to thrive.

- **Date:** Monday, September 8, 2025
- **Time:** 1-2 pm AKT
- **Location:** Virtual event→ [Register here](#)

- AAUP Panel Discussion **Forgotten Pasts and Alternative Futures: Indigenous Nations and Higher Education**
 - Date & time: Wednesday, September 24 @ 3:00 pm AKDT
 - Location: Virtual webinar→ [Register here](#)
- AAUP's [interactive data website](#) for exploring and comparing higher ed institutions for compensation, benefits, state support, and more. Accessible to all bargaining unit members.
- AAUP's new AI report, [Artificial Intelligence and the Academic Professions](#), shares survey findings and calls for the *establishment of policies in colleges and universities that prioritize economic security, faculty working conditions, and student learning conditions* as advancements in artificial intelligence (AI) technologies accelerate. Accessible to all bargaining unit members.
- AAUP's Center for the Defense of Academic Freedom (CDAF) [Academic Freedom First Aid Kit](#) offers critical guidance for quick response when under attack.
- AAUP's [Academic Freedom Syllabus materials](#) include introductory syllabus language highlighting [classroom expectations on academic freedom](#), as well as a curricular module for [class discussion on the value of academic freedom](#).

Higher Education in the News

[Higher Ed Alone Cannot Save Democracy](#) (Interview with AAUP President, Todd Wolfson) By Ryan Quinn, *Inside Higher Ed*, Aug. 19, 2025

[Under Trump, the Education Dept. has Flipped its Civil Rights Mission](#)
By Laura Meckler, *The Washington Post*, Aug. 18, 2025

[Trump Administration Moves to Freeze Student-Loan Relief for Workers at Organizations with 'Substantial Illegal Purpose'](#)
By Collin Binkley and The Associated Press, *Fortune*, Aug. 18, 2025

[Trump Administration Moves to 'Prevent Benefits' for Some Under Popular Student Loan Forgiveness Program](#)
By Annie Nova, *CNBC*, Aug. 18, 2025

[Federal District Judge Rules Against Trump's Anti-DEI Orders](#)
By Jessica Blake, *Inside Higher Ed*, Aug. 18, 2025

[Judge says Trump can't defund education research programs](#)
By Rebecca Carballo, *Politico*, Aug. 18, 2025

Strike Solidarity Corner

Unionized workers from varied occupations have been going on strike against their employers. Their occupations vary, but one thing remains the same. They are all demanding respect in the form of higher pay, better benefits, and improved working conditions.

- Over 10,000 flight attendants for Air Canada went on a three day strike to fight for higher wages and payment for their time spent on the aircraft before takeoff and after landing. The TA'd deal offers pay raises and partial pay for time on the ground, but flight attendants are voicing concern that the on-ground pay amount offered by Air Canada is not adequate. The ratification vote on the TA'd contract closes September 6. ([more here](#))
- Workers at Butler Hospital in Rhode Island have reached a tentative deal with management to end a three-month-long strike. More than 800 frontline staff at the psychiatric hospital, represented by Service Employees International Union 1199NE, began the strike on May 15 to demand higher wages and a solution to short staffing. ([more here](#))
- More than 500 janitors and groundskeepers employed by the University of Miami's (AND UA's) cleaning contractor, ABM, and represented by SEIU, voted to authorize a strike unless a deal could be reached before the end of the month. ([more here](#))
- A union representing 1,400 paraeducators, maintenance workers, bus drivers, and other staff in Evergreen WA Public Schools announced their intention to strike on the first day of school to demand higher wages and better benefits. The district delayed the first day by one week to give both sides more time to negotiate a deal and avoid the strike. ([more here](#))
- Hundreds of janitors, groundskeepers, and custodial staff who clean dorms, classrooms, and medical facilities at the University of Miami authorized a strike to demand higher wages from ABM, the company that employs them and contracts with the University of Miami (and UA). They will go on strike on August 31, 2025, if they don't have a deal, but they are already rallying en masse on campus streets and sidewalks. ([more here](#))

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, September 9, 2025, from 5:30-7:00 p.m. AKDT

Next UNAC Representative Assembly Meeting*

Saturday, October 18, 2025, 10:00 a.m. - 2:00 p.m. AKDT

UNAC Executive Board Meetings*

First and third Wednesday of each month, 8:30 a.m.-10:00 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.*

Reminders

UNAC Website

Please visit our United Academics website: 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

Social Media

- Follow us at our new [BlueSky](#) account
- Follow us on [Facebook](#) and [Instagram](#)
- Like and share our posts, and tag us in your own posts

YouTube Channel

Our [YouTube channel](#) (@United Academics_4996_AK) has short member-to-member video messages, videos explaining union rights, training videos for promotion and workloads, and other informational content. Contact us if you have additional training or other video requests.

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:

<https://unitedacademicsak.org/resources/collective-bargaining-agreement-1>



Executive Board Contacts

President - Jill Dumesnil, PhD
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Organizing Manager - Kate Quick, MFA

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United Academics Local #4996 (UNAC) is the bargaining unit that represents post doctoral fellows, non-tenure track, tenure track, and tenured faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP), the American Federation of Teachers (AFT), and the Alaska Public Employees Association (APEA).

unitedacademicsak.org

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