



UNAC Connection - June 2025



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Spotlight: Dr. Cindy Trussell



Dr. Cindy Trussell, professor of biological sciences at UAA's Kodiak College, has served as UNAC's Organizational Vice President for Extended Sites since 2023. In this role, she represents every bargaining unit member working at one of UA's 16 rural, or remote sites, from Nome to Bethel, Mat-Su, Soldotna, Sitka, Ketchikan, etc.

She works with Org VPs from UAA, UAF, and UAS, and with UNAC's statewide officers, to make sure our members at extended sites are not forgotten. Cindy is an expert at finding solutions to the sometimes-competing

priorities of main campus versus extended sites faculty. She has many great ideas to help people communicate and conquer the barriers created by distant locations.

Aside from her teaching (a 4/4 load plus service) and her work as union vice president, Cindy actively volunteers in her community of Kodiak. For the past 15 summers, she has partnered with the Kodiak National Wildlife Refuge, the Institute for Bird Populations, National Audubon Society, and the USGS helping to monitor

local bird populations on Kodiak Island. She also sits on several local boards including president of Kodiak Audubon and Vice President of the Humane Society of Kodiak. This is not an exhaustive listing; Cindy dedicates significant time to her community while using her hard-earned expertise to benefit everyone. This is the type of community service that belongs in a promotion file, even if you'd do the volunteer work regardless.

Promotion Files

Are you going up for promotion in the fall? If so, you should be preparing your file now. It takes a long time to get it compiled and organized. Your provost's office can help you with technical problems and can answer general questions.

Remember that your file has to fulfill up to three checklists:

- 1: [Collective Bargaining Agreement \(CBA\)](#) article 9
- 2: Your University's Faculty Handbook
- 3: Your Unit Criteria (*some units do not have their own criteria and instead only use item 2*)

It's up to each of you to compile your own materials into a file that meets requirements and will be easy for reviewers to follow. *Make sure to attend your University's P&T Workshops in August* as you put the finishing touches on your file. Meanwhile, review our [promotion videos](#) for an overview of CBA requirements and deadlines for promotion files.



AY26 Appointment Letters & ATB Raises

When your supervisor presents you with your appointment letter for the academic year 2025-2026, double check your salary. The salary on your letter should be 2.75% higher (plus any promotion or other raises) than what was listed on your appointment letter last year. *Do not sign appointment letters if your salary does not reflect a 2.75% increase in pay.*

If you have already signed an incorrect document, send your supervisor a written request for a corrected version. CC your UNAC Org VP and our Contract Manager, Melanie Arthur (melanie.arthur@unac4996ak.com)

AY26 Upcoming UNAC Leadership Opportunities

Statewide President, Secretary, and Treasurer Elections

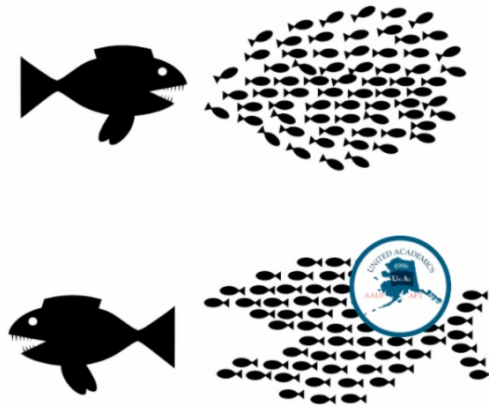
In December 2025, our dues paying members in good standing (dues payer for 3+ months) will be invited to run for the position of UNAC President, Secretary, and Treasurer. Voting will conclude by February 2026.

If you're not a dues-paying member already, [become a dues-paying member](#) now and be eligible to run and/or vote in this upcoming, important election!

Negotiation Team Nominations

Before March 2026, we will seek nominations and select team members for our next Negotiation Team. This timeline ensures that our team members have workload buyout in AY27 to prepare for and participate in negotiations. Watch your email for details!

Ensure your voice is heard and your priorities are addressed in our next round of negotiations. *If you're not a dues-paying member yet, sign up now to [start paying UNAC dues](#).*



Federal Funding Landscape

If you or your students have been impacted by changes to federal funding, please take a few minutes to complete this [Google Form on Federal Funding](#) to tell us what's happening. We will share helpful information with our union affiliates as they fight these cuts in court, and with Alaska's congressional delegation as they consider next year's federal budget.

Sampling of responses we've received from your colleagues to-date:

"This project was designed to understand and develop the employability skills of Library Workers in our state by creating a curriculum to teach them. Other states could use our plan to develop and improve education for library workers in their locations, across the US."

"For the past 14 years, the NIH's Network of the National Library of Medicine (NNLM) has been supporting the Alaska Medical Library's efforts to improve the quality of life and health for Alaska's citizens by providing information outreach services to the healthcare workforce and to public libraries, especially in rural areas. Last week, the AK Medical Library was notified by the NNLM that all work supporting the grant was to stop, effectively

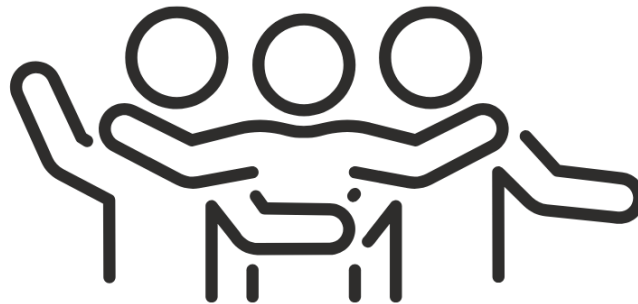
immediately.”

“With the USDA, the proposal was about to be turned in when we learned that the RFP was going back in for review (Feb '25) and it has not been re-released yet. The NSF grant was terminated before we could spend the last of it.”

“Our grant has now received two termination notices, one that was past-dated without any specific details, and a new updated one that actually had our grant number, termination reason (doesn't fit with priorities), and wasn't past dated. We believe this is in response to us asking for the University to push back on the termination.”

On June 16, 2025, a Federal District Court in Massachusetts [ruled](#) that the National Institute of Health (NIH) cannot freeze or withdraw from funding commitments and must immediately reinstate lapsed grants and contracts.

Our national affiliates, AAUP, AFT, and AFL-CIO, are leading the legal fight to protect research funding for universities, including UA. They're also leading the legal fight to protect freedom of speech and civil rights at public universities. If you're paying your UNAC dues, we send a portion quarterly to our national affiliates. Paying your union dues helps our national affiliates in these legal fights -- THANK YOU!! [Sign up today](#) to contribute if you aren't already paying dues.



Strike Solidarity Corner

Workers around the world, in every profession, share one common goal: to be respected for the work they perform. In the U.S., strikes won us weekends (1938), the 40-hour work week (1940), an end to child labor (1938), a plethora of safety rules, and improved wages.

Following is a sampling of current workers striking for better working conditions and better pay:

- Colorado's Safeway and Albertson's grocery store workers went on strike on June 16 to protest understaffing and changes to health care and pensions. ([more here](#))
- 1,200 student workers at Western Washington University went on strike for nearly two weeks and won layoff protections, expanded leave, mental health support, and wage adjustments. Despite these wins, their university management still refuses to recognize the union. ([more here](#))
- 900 Lockheed Martin assembly plant workers in Denver and Orlando ended a *month-long strike* on June 2, 2025. They won 4% annual raises for the next five years, higher starting pay (from \$15/hr to \$20/hr), and shorter timelines to higher pay. ([more here](#))

UNAC Actions

- **Log on for two upcoming, nationwide AAUP member meetings**— June 26 and August 7--to plan next steps and hear what's happening at campuses around the country.
 1. [June 26: Register for the member meeting on June 26 at 7 p.m. ET /3 p.m. AKT.](#)
 2. [August 7: Register for member meeting on August 7 at 7 p.m. ET/ 3 p.m. AKT](#)
- **Call or write to your congressional delegation** - encourage them to support a federal budget that supports the UA system. *Alaska's congressional delegation should defend Alaska's only public University system by protecting the funding for students and researchers that propels us into the future. They need to hear from you about the importance of protecting federal funding awards!* (Use your non-UA phone or email for these communications.)
 - [Senator Lisa Murkowski](#)
 - [Senator Dan Sullivan](#)
 - [Representative Nick Begich](#)

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

July General Membership Meeting is cancelled. UNAC's President, Treasurer, and Organizing Manager will be attending the week-long [Grace Carroll Rocky Mountain Labor School](#) held this year at UNLV.

Next UNAC Representative Assembly Meeting*

Saturday, August 16, 2025, 10:00 a.m. - 2:00 p.m. AKDT

UNAC Executive Board Meetings*

First and third Wednesday of each month, 9:00 a.m.-11:00 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:

- UNAC Membership form
- Executive Board officer contact info & Representative Assembly roster
- A pdf version of our current CBA
- Zoom backgrounds and profile pictures
- 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 on [BlueSky](#), [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)



Executive Board Contacts

President - Jill Dumesnil, Ph.D.
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UAF Organizational VP - Ingrid Johnson, 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), the American Federation of Teachers (AFT), the Alaska Public Employee Association (APEA), and AFL-CIO.

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