



To United Academics bargaining unit members:

Our Monday afternoon at the bargaining table was even shorter than our time spent at the table in the morning. Essentially, at 1:00 p.m. today (9/16/24) UNAC's Negotiation Team did not accept management team's morning offer of insufficient across-the-board raises.

UNAC continued to limit our discussion to article 15: Compensation, and proposed the following combination of monetary increases to raise everyone's pay while helping decrease inequity and compression felt by our most underpaid members.

Details of our Monday afternoon package proposal are as follows ([full package](#) available on our website sidebar):

Increase to minimum starting salary:

Raise minimums by 15.9% (CPI past three years)
(article 15.2)

Across the board salary increases:

FY26 - 2.75%
FY27 - 3%
FY28 - 3.5% (9.54% total over 3 years)
(article 15.4)

Retention and Equity Increases; Merit Bonuses:

By no later than July 1, 2025:
UA Management create and publish a standardized process by which members may apply for retention and equity salary adjustments as well as merit bonuses
(article 15.4.3; 15.6)

Market Salary Increases:

FY26:
Create a Labor-Management Committee to complete a market salary analysis for fairly distributing funds equal to 5% of our bargaining unit's total payroll.

FY27:
Distribute market adjustment funds to qualifying bargaining unit members (capped at \$15,000 salary adjustment per person). Qualifications will be determined by the Labor-Management Committee.
(article 15.4.4)

Department Chair Compensation:

Increase department chair lump-sum payment from \$6,500 to \$7,500

Summer & Overload Assignments:

Increase minimum summer and overload pay from \$1,500 per credit to \$1,850 per credit.

(article 15.7.2.b & 15.7.3)

Professional Development Funds:

Increase the pot of UNAC faculty development funds from \$300,000 per year to \$500,000 per year of the contract.

(article 15.9)

Let's Show Our Solidarity!

Wear red to work every Monday. If you want a red UNAC t-shirt, request one by emailing membership@unac4996ak.com

Use our Zoom profile pictures below (and on [our website](#) sidebar) when you log on to work meetings.

To use one of our profile pictures, follow these steps:

- Right-click on the image you want to download
- Save it to your computer
- Open your Zoom account
- Select the 'profile' tab
- Click on your profile picture
- Follow the prompts to upload and save your UNAC image





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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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