



To United Academics bargaining unit members:

Tuesday was a fairly unproductive day of bargaining, as you may have surmised based on the repeated morning delays and the short amount of time we spent on Zoom actively bargaining with UA management's team. In short, they did not accept our 5/5/5 offer and they did not accept our second offer or counter with salary increases our membership would accept. They countered with a supposal our team could not accept. Details below.

A Brief Summary of our Two Package Proposals

Package 1

On August 19, we introduced our 5/5/5 offer, which was a reasonable bargaining position to address our members' top concern of salary deflation. It would have provided across the board salary increases of 5% for each of the three years in the contract.

Package 2

Our second proposal included approximately the same total dollar amount but with smaller across the board increases with the addition of a sizable pot of money (5% of UNAC payroll) intended to address market inequities and salary compression, along with increases to minimum salaries and to department chair, overload, and summer assignment pay.

Summary of Management Team's Tuesday Supposal

Interestingly, UA management's team criticized UNAC for sitting on our Monday afternoon package proposal instead of sending it to them two weeks ago to give them time to "digest it." However, two weeks ago, they were costing out our 5/5/5 proposal. If we had sent them our second package, we would have been bargaining against ourselves, and that is not how this process works.

Management team's supposal omitted our market pool and included smaller raises as follows: FY26: 2.75%; FY27: 3%; FY28: 2.75%. They included smaller increases to the minimum allowable salaries and smaller increases to chair, overload, and summer assignment pay. They claimed that market adjustments would be too difficult to implement and asked us a series of rhetorical questions while telling us not to answer.

The fact is—and we said this at the table—previous UNAC and UAFT contracts included pools of money for market adjustments, and former UA president Jim Johnson

conducted a systemwide market analysis with the unrealized promise to increase suppressed pay. Members who were here at that time are still rightly angry about that broken promise.

Our Team's Tuesday Afternoon Package Proposal

Our negotiation team felt strongly that management's supposal was inadequate.

We therefore countered again with a package proposal including 17 status quo articles, primarily to get some forward movement and signal our readiness to open the five remaining articles for negotiation: (Article 9: Faculty Status, Article 11: Disciplinary Action, Article 13: Workload, Article 15: Compensation, Article 16: Benefits).

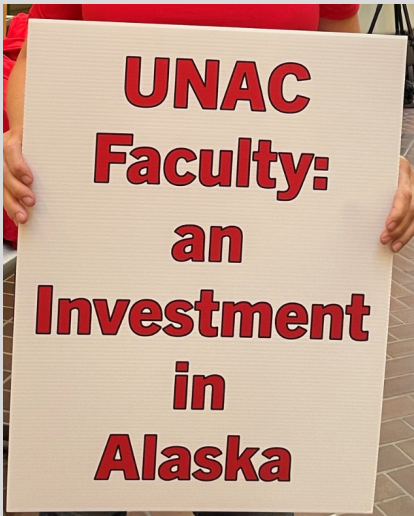
Closing Statements

Each of our team members made statements regarding our members' loss in purchasing power in recent years, emphasizing that our members are taking pay cuts to continue working here. They emphasized the importance of UA practicing parity with administrative pay raises—if our bosses get a bigger raise than us, they are doing something wrong. It costs everyone more to live, not just our bosses.

Our team members emphasized that our raises have not kept up, and we know our entire bargaining unit needs real raises. We also know the legislature has never failed to appropriate the money agreed upon in a ratified CBA.

We are fighting for real raises for you!

Help Our Team Increase Your Pay



Do you need a substantial increase to your faculty salary? Help us help you!

Write letters to members of our Board of Regents explaining the financial hardships you experience as a result of your UA paycheck compared to the current cost of living.

You can find each Regent's email address at [this link](#), or you can email all Regents and President Pitney at ua-bor@alaska.edu. Your voice matters—make your voice heard!

YOU can make an impact!

Next Bargaining Sessions

Currently scheduled:

September 30 and October 1, 2024

October 14 and 15, 2024

October 28 and 29, 2024

November 12, 2024

November 25 and 26, 2024

Note: Our team requested that we shift our bargaining schedule from Monday/Tuesday every other week to Tuesday every week in order to make better use of our time. We will send out a notification when we are certain of the date(s) for our next sessions.

Thank you for your work, and thank you for your support! We will get a better contract with larger raises if we have a vocal membership loudly expressing the need for more compensation. We are in this together.



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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.

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