



To United Academics bargaining unit members:

We started off our Monday morning bargaining session with UA management's team by Tentatively Agreeing to (TA'd) approximately half of the articles in our Collective Bargaining Agreement (CBA). Each TA'd article has only editorial and/or date changes. The [TA'd package](#) was UA's response to UNAC's previous package and contained 12 of the 17 articles from [UNAC's September 17 package proposal](#), as shown in the table below.

TA'd Articles	Articles from UNAC's 9/17 Package not included in the TA'd package:
<ul style="list-style-type: none"> • Article 3 (Recognition) • Article 4 (Voluntary Deductions & Membership Dues) • Article 5 (UNAC Representatives & Privileges, Release Time, Faculty Development) • Article 6 (Academic Freedom and Responsibility) • Article 7 (Resolution of Disputes) • Article 8 (Construction of Agreement) • Article 14 (Intellectual Property) • Article 17 (Working Conditions) • Article 18 (Management Rights) • Article 19 (No Strike/No Lockout) • Article 21 (Severability) • Article 22 (Totality of Agreement) 	<ul style="list-style-type: none"> • Article 1 (Agreement and Duration) • Article 2 (Purpose) • Article 10 (Reduction in Force) • Article 12 (Personnel Files) • Article 20 (Meet and Confer)

UNAC's NEW Package Proposal

After we TA'd the items discussed above, we sent a new package with articles 9 (Faculty Status), 11 (Disciplinary Action), 13 (Workload), 15 (Compensation), and 16 (Benefits). We went through our proposed changes in detail and invited management's team to ask for clarity throughout our presentation, but they asked no questions and raised no concerns. Rather, they said they would take the rest of today to consider our

package. We hope they will accept it tomorrow!

Goals of today's new UNAC package

- Increase job security for our Non-Tenure Track (NTT/term) members via multi-year contracts & longer non-retention period for years 1-2
- Consistent, transparent processes in distributing raises and assigning workloads
- Remediate our bargaining unit's loss of purchasing power
- Allay concerns about the integrity and cost of UA's self-funded healthcare plan

Summary of Our [September 30, 2024, Proposal](#):

Article 9 (Faculty Status):	<ul style="list-style-type: none">• NTT multi-year contracts — After 3 years, NTT get contracts of 2-5 years• Extend non-renewal notification for NTT to 30 days within first 2 years instead of the current 14 days.• Clarify language surrounding postdoc appointment renewals to avoid confusion about time limits for postdocs• Evaluation process—eliminate external review letters except when added to academic unit or MAU criteria• Delete duplicative and confusing language throughout the article
Article 11 (Disciplinary Action):	Letters of Expectation: <ul style="list-style-type: none">• Must not include unsubstantiated allegations• Should provide specific, actionable, achievable expectations
Article 13 (Workloads):	<ul style="list-style-type: none">• Workload determination procedure: recognize that not all bargaining unit members have dept chairs, added 'appropriate faculty lead' to account for this• Copy UNAC on all final workload assignments• Workload assignments are subject only to the complaint process, but violations of the workload procedure are grievable
Article 15 (Compensation):	

	<ul style="list-style-type: none"> • We met UA's increase to minimums • Raises of 4.75% per year for the contract (14.9% total). UA can request appropriation from the legislature to fund these increases. These increases are modest compared to other recently funded public employee unions in Alaska. • NOTED: Spring UNAC survey showed fewer than 46% of dues payers would vote to ratify a contract with UA's most recent financial offer
<p>Article 16 (Personnel Benefits):</p>	<ul style="list-style-type: none"> • Add criterion to Joint Health Care Committee (JHCC): plan changes must NOT be detrimental to the financial interests of affected members • Increase pension plan wage base to \$104,000. This pension plan was UA's answer to Social Security, but UA's wage base cap has not kept up with Social Security, resulting in less retirement savings for our members. • UNAC Sick Leave Bank contributions: members with at least 760 hours of sick leave can donate up to 40 hours to the Sick Leave Bank. This leaves individuals with enough to cover 18 weeks of FML, should they need it.

Summary of Bargaining To-Date

In total, we spent less than one hour today at the bargaining table. During that time, we spent time in caucus to review UA's proposal and accepted it within fifteen minutes.

It is apparent that management's team is limiting discussion at the table (and therefore in our bargaining notes) by refusing to ask our team questions at the table and trying to conduct business via sidebars. In good faith, we tried the sidebar route, hoping for good will between the teams and an expedient and agreeable resolution to bargaining. However, sidebars have not helped expedite the process; despite several sidebars, the only thing we have TA'd in nearly two months of bargaining are articles that have zero changes beyond dates and editorial fixes. Their team has given us one proposal in the past six weeks (their previous packages were supposals, not proposals). *We TA'd their first proposal, and it happened on the first day we declined a sidebar.*

UNAC's Negotiation Team knows: we are facing a deadline to agree to new terms, and their team does not seem to share our urgency. We need a CBA our membership will ratify, and that requires competitive salaries. As of 10:00 a.m. today (9/30/24), all non-TA'd articles are on UA's side. Time is ticking to get our members a fair and competitive new CBA in time for legislative approval.

We hope management's team comes back tomorrow (Tuesday, 10/1/24) with substantive content that we can discuss in detail at the bargaining table. Our Bargaining Unit Members are invited to join the Zoom audience; we'll send the Zoom link before 9:00 a.m.



Next Bargaining Sessions

Currently scheduled (9:00 a.m. to 5:00 p.m.):

October 1, 2024

October 14 and 15, 2024

October 28 and 29, 2024

November 12, 2024

November 25 and 26, 2024

Executive Board and Staff Contacts

President - Jill Dumesnil, Ph.D.

jill.dumesnil@unac4996ak.com

Interim Treasurer - Sharon Chamard, Ph.D.

sharon.chamard@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.deweese@unac4996ak.com

UAF Organizational VP - Douglas Cost, MFA, 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, MFA

kate.quick@unac4996ak.com

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

United Academics AAUP/AFT | P.O. Box 755895 | Fairbanks, AK 99775-5895 US

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