



Management Dropped a Poison Pill Today

UA rejected *every single item* we proposed two weeks ago. AND they recycled some of their worst ideas from our last round of bargaining. Here's a summary of their package proposal this morning:

Article 1: Agreement and Duration

- Adds language to change the contract dates to 'after ratification' *in order to avoid payment of retroactive raises.*

Article 2: Purpose

- Adds language to gut shared governance, claiming *we will recognize that union business should only be conducted outside of compensated time, citing academic governance activities as an example.*
- Faculty and postdocs ARE the union, and this is a clear push to destroy shared governance.

Article 9: Faculty Status

- *Removes post docs and visiting faculty* from this article and implies through new language that postdoc positions are limited to three years.
- Adds language stating that a person who gets an unsatisfactory post-tenure review cannot receive the next year's "across the board salary increase," making such raises merit-based rather than across-the-board.
- Denies any process for systematic multi-year contracts for our non-tenure track faculty (40% of our bargaining unit).
- Denies extended non-retention notice for all non-tenure track faculty.

Article 10: Reduction in Force

- RE-INTRODUCED FURLOUGHS. While President Pitney talks publicly about UA regaining solid footing, her team is proposing unit furloughs of unspecified length for faculty and postdocs!
- Furloughs would be determined at the sole discretion of management, occur at the "unit" level for unspecified amounts of time, and would entail a reduction in pay *and in equivalent work hours*, resulting in direct harm to our students and to our research agendas, as well as to our members' livelihoods.

Article 11: Disciplinary Action

- Proposes to keep Letters of Expectation in a personnel file forever instead of for 2 years, as is current practice.
- These letters are pre-disciplinary and document a conversation between supervisor and employee about a clearly identified, problematic behavior, and identifies what the employee needs to do to address the problem or change patterns.
- In our previous CBA, these letters were kept in files for 1 year, and before that,

they did not exist.

Article 12: Personnel Files

- Proposes to *never remove any disciplinary material of any type from personnel files.*
- Long-standing practice and CBA language has removed disciplinary material from personnel files after 2 years
- Long-standing exceptions to the 2-year rule include any disciplinary action for sexual harassment, physical assault, discrimination, theft, fraud, scientific misconduct, or substance abuse.

Article 13: Workloads

- Excludes postdocs and visiting professors from this article for three years.
- *WHY wouldn't these bargaining unit members need and deserve workloads?*

Article 15: Compensation

- Excludes postdocs and visiting professors from entire article except salary minimums and initial placement; denies them annual across-the-board raises, merit bonuses, and access to professional development funds
- Raised minimum pay, but lowered the percentage increase to professor minimums
- No increase to department chair, summer, or overload pay
- Offered annual salary increases of 2.75% for FY26, 2.75% for FY27, 3% for FY28
- Still no money for a market pool or market adjustments
- They eliminated our 'me-too' clause which is what guarantees us the same raises as any other UA group of employees is awarded

Article 16: Benefits

- Proposes that beginning in FY27, increases to the net health plan cost will be split evenly between the University and the plan participants, instead of maintaining our traditional 82/18 split (UA pays 82%, plan participants pay 18%).

Article 20: Meet and Confer

- Proposes to reduce our number of Meet and Confer meetings between UA management and UNAC leadership from once per month to once per semester, or twice per year.

We took a caucus to drop our jaws and collect our thoughts.

We Responded with the Following Statement from Jill Dumesnil, UNAC Lead Negotiator

*"We are **categorically rejecting this package** as it represents a pattern of*

- Recycling proposals from our last round of negotiations with UA,
- Infringing on the rights of our bargaining unit members,
- Shifting power and decision-making unilaterally to management and violating principles of shared governance,
- Contradicting already TA'd articles,
- Overwhelming paltry raises with outrageous increases to healthcare costs,
- Proposing furloughs at the unit level and management discretion, and

- Flying in the face of President Pitney’s insistence that all employee groups be treated the same.”

Then, we took a lunch break and caucused again until 3:00 p.m.

UNAC’s Afternoon Package of Compensation and Benefits

This afternoon, we countered with a package of Articles 15 and 16. Highlights from this package include:

Article 15: Compensation

- We met their new minimum salaries (10-15% increase to all)
- Proposed to give up our “me too” clause in exchange for annual raises of 5% in FY26, 5% in FY27, and 7% in FY28.

Article 16: Benefits

- Adjusting health care cost share from 82/18 to 70/30, *but with the caveat* that we will only entertain different cost-sharing to our members if we are accounting for the entire amount our members spend on our healthcare plan. Currently an extra \$10-15 million annually is absorbed by employees and not counted in the 82/18 split.
- *This uses total plan cost instead of net plan cost in recognition of what our members actually pay.*

What's Next

We proposed a short bargaining session next week in order for UNAC to present a package of our remaining articles. If this meeting works out, we will make sure to notify you all. Thanks for reading.

Now it’s time for you to write a letter in support of our negotiation efforts to your newspaper editor, and to our board of regents and President Pitney! It is clear that *they will not budge on the issues unless our members get more vocal* in supporting our negotiation efforts.

That’s how unions work—our power is in our numbers. Together, we are stronger!

OUR WORKING CONDITIONS ARE STUDENT LEARNING CONDITIONS



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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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