

Summary of 2025/1/29 TA'd Agreement

For United Academics AAUP/AFT 4996 and University of Alaska Management

Status quo language with date updates and/or corrections only:

Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 21, 22

Substantive Changes in language:

Article 11: Deletion of the 2-year timeline for retention of Letters of Expectation (LOEs). Since LOEs are not disciplinary and do not go into the personnel file, this means the timeline for LOEs reverts back to the original one-year timeline as specified for “other files” in Article 12.

Article 20: Change in required “meet and confer” meetings from at least once per month to at least once per semester. UNAC has not found these monthly meetings to be useful or productive for solving problems or avoiding the filing of grievances, so we agreed to having fewer of them.

Article 15: Increases to minimum salaries by 15% for post-doctoral fellows and by 10% for all other ranks. Across the board raises of 2.75% in FY26, 3% in FY27, and 3.25% in FY28. We kept our “Me, too” clause guaranteeing higher raises equal to those legislatively requested for any other employee group.

Significant status quo language:

Article 16: Significantly, we retained current language requiring an 82/18 split on healthcare costs and retained the current make-up and purview of the Joint Health Care Committee (JHCC), staving off radical proposals to significantly increase healthcare costs to employees and to gut the JHCC.

