



## UNAC Connection - September 2024



### In this issue:

- Payroll Delays Resolved b/c of Our Dues Payers
- Bargaining Actions & Dates
- Treasurer Nominations Open
- New Interim Treasurer
- Member Spotlight
- Optional 12-Month Pay: Straw Poll
- Reminders

## **Delayed Pay Averted— Largely Because of UNAC's Advocacy**

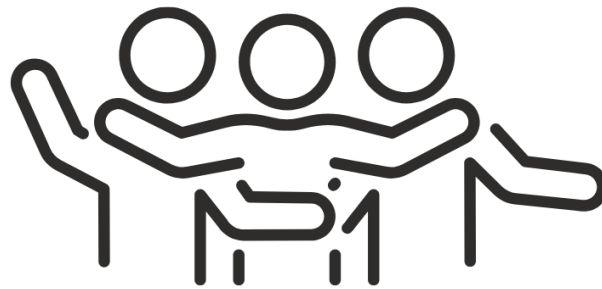
**85 faculty suffered clerical HR delays** and were not going to get their first paycheck on time. UNAC learned about this debacle just four days before payday. UA administrators initially said they couldn't fix the problem in the short timeline and affected people would have to wait days to two weeks for their first pay.

Coincidentally, that night was BOR public testimony, and our members called in to testify en masse. Members testified on the implications of missing their first fall paycheck, and others testified on the need for better pay in general and more support for rural campuses. A reporter heard the public testimony and wrote a story that garnered a lot of attention and flustered our regents when they met later that week.

By payday, UA administrators were direct wiring pay to our affected members. Because of our advocacy, *and because our members answered a call to action and used their voices to testify in defense of their most basic right—to be paid for their work*—every single person in our bargaining unit was paid by 4:00 p.m. on payday. The shocking reality is that *only 43 of the 85 people* whose pay we rescued are union dues payers.

The fact is, UNAC can only do this work because we have dues revenue. We spend your dues protecting you and your rights in the workplace. Some people think they don't need to pay union dues because they aren't troublemakers and won't ever be under investigation or be treated unjustly. You don't have to be a troublemaker or a subpar worker to fall victim to clerical errors or administrative snafus. Without a union, there is no doubt those people would not have been paid on time. They likely would have had to wait two weeks for the next payday.

This pay situation should strongly demonstrate the importance of union membership and the benefits of paying union dues. This is only the tip of the iceberg when it comes to union advocacy and protection in a university system that has deemed slashing human services as a way to manage budgets. If you are one of those 42 people who don't pay dues but did get paid on time despite the clerical delays in your account, you should sign our [membership form](#) today. Dues are only 1.25% of your income, taken out biweekly from paychecks. Help us continue to enforce and protect your rights.



---

## Bargaining

**Our October 8, 2024, General Membership Meeting will be devoted to a bargaining update.** This meeting is from 5:30-7:00 p.m. AKDT on Zoom and is open to all bargaining unit members but not the public. We will discuss activities at the table to-date, including the proposals we've passed across the table, and will leave plenty of time for questions and feedback from our membership. Please plan to attend this important Zoom meeting if you are interested in this discussion.

### Actions to Support our Negotiation Team

- Write letters to [our Board of Regents](#) and [President Pitney](#)
  - This is *the most effective and essential way to pressure UA management into agreeing to higher raises than what they've offered so far (2.75%, 3%, 2.5%)*
    - Tell them how your salary is affecting your personal and family life, and why you need raises that acknowledge the years of high inflation we've all lived through.
    - Tell them if your salary is prompting you to search for new jobs, especially jobs outside of Alaska.
    - Tell them UA Management's team needs to recognize your value by offering substantial raises.
- Use our [Zoom profile pictures](#) and background images for work meetings. Images are available on [our website](#), along with directions for downloading and using them.
- Share this video of [UAA Professor Maria Williams](#), produced by our allies at AK AFL-CIO

- Hang an “I support UNAC” sign on your office door.
  - Print out our RAISE door sign (below)
  - Make a handmade sign

# EMPOWER AK TOGETHER

## **R**ecruitment costs time & money

UA BOR’s most recent 3-yr Financial Outlook identified the need for competitive pay at UA in order to retain employees

## **A**cademic mission requires faculty

UA’s existence depends on work done by UNAC members, and we need job security and better pay to stay at UA long term

## **I**nflation is real

AK’s prices have increased 21.9% since 2018\*

## **S**alary increase is a top priority

UNAC members’ salaries have increased 9.6% since 2018\*\* & our spending power has decreased 12.3% since 2018

## **E**mpower faculty

By recognizing our value through competitive pay



\*Alaska Urban CPI

\*\* UNAC across-the-board increases

## Upcoming Bargaining Dates

- September 30 and October 1, 2024
- October 14 and 15, 2024
- October 28 and 29, 2024
- November 12, 2024
- November 25 and 26, 2024

## Treasurer Nominations Underway

Bargaining unit members in good standing received the announcement opening treasurer nominations on Friday, September 13, 2024. The nomination period is open through October 3, 2024, and requires collecting ten endorsements from other members in good standing.

Voting will be open from October 7 through October 21, and the new treasurer will be announced by the end of October.

## New Interim Treasurer

UAA Professor of Criminology and Criminal Justice Sharon Chamard has volunteered to act as our new interim treasurer until the election is completed and a new treasurer can take over the role. She has been a UNAC member since 2003 and has served on the RA, as UAA Org. VP, and as Chair of the Elections Committee.



Our previous interim treasurer, Tara Palmer, stepped down earlier this fall and our secretary, Abel Bult-Ito, had subsequently taken over treasurer duties for the interim. Unfortunately, our secretary is now out on temporary medical leave. Regarding our secretary's duties, our union staff are taking care of his duties until he returns. Please thank Sharon Chamard for volunteering to act as interim treasurer.

---

## Member Spotlight: Why I come to Work

by Andrea Dewees, UAS Associate Professor of Spanish, UNAC Org VP for UAS



I come to work for my students. But I also come to work for my colleagues. UAS is a small school and I have daily contact with professionals outside my own background. I love the opportunity to collaborate on interdisciplinary projects and goals, and I have even taken advantage of the tuition waiver to enroll in classes.

In August, right before the start of faculty contract, many Juneau homes were flooded by an outburst from a glacial lake. UAS faculty, staff, and students were among those affected, and my UNAC faculty colleagues showed up in force.

This isn't a complete list, but I personally saw faculty from Math, Biology, Construction Technology, and Environmental Science gear up in Tyvek, masks, and boots to haul wet fiberglass from flooded crawlspaces.

At UAS faculty come together in support of our students and research, and in solidarity with our community when there's work to be done.

---

## Straw Poll: Option to Distribute 9 Months' Pay Over 12 Months

Many other institutions give their 9-month employees the option to split their pay over the entire year to avoid summer shortfalls and budgeting mistakes. UA has always told us this is impossible here because of Banner. With the new Banner upgrade, however, we've been told that this option may now be technically possible.

We need to know how many of our members would opt for 9 months of pay to be distributed over 12 months. Please answer this single-question straw poll so we can take the results to our next Meet and Confer meeting with the Director of Labor Relations and the CHRO. We will also share the results with our bargaining unit in the next newsletter.

Do you want the option to spread 9 months of pay over 12 months?

Yes

---

## Reminders

### **UNAC Website**

Please visit our United Academics website: [unitedacademicsak.org](http://unitedacademicsak.org) for helpful resources including:

- Up-to-date bargaining information
- Executive Board officer contact info & Representative Assembly roster
- A pdf version of our current CBA
- An archive of our monthly newsletters
- E-Board and RA meeting minutes
- Our union by-laws and constitution
- Union member benefits
- And more

### **UNAC Sick Leave Bank**

The Sick Leave Bank application can be found under 'forms and guidelines' on this [UA Labor and Employee Relations](#) webpage.

The UNAC sick leave bank was formerly the UAFT sick leave bank; when the two unions merged into UNAC in 2018, the sick leave bank became the UNAC sick leave bank. It was incorporated into our most recent CBA (article 16.8).

### **Current Collective Bargaining Agreement (CBA)**

Our CBA is available on our United Academics website:  
<http://unitedacademics.net/collective-bargaining-agreement-cba/>

### **YouTube Channel**

Our [YouTube channel](#) (@United Academics\_4996\_AK) has various training videos. Contact us if you have additional training requests.



---

## Meeting Notices

### **UNAC General Membership Meetings**

- Regularly scheduled meetings: every second Tuesday of the month from 5:30-7:00 p.m.

### **Next General Membership Meeting**

Tuesday, October 8, 2024, 5:30-7:00 p.m. AKDT (special topic: CBA Negotiations)

### **Next UNAC Representative Assembly Meeting\***

Saturday, October 19, 2024, 10:00 a.m. - 2:00 p.m. AKDT

### **UNAC Executive Board Meetings\***

Third Wednesday of each month, 9:30 a.m. - 11:30 a.m. AKT

*\*Dues paying members are welcome to attend the RA and Executive Board meetings. Contact your Org VP and/or office staff for the Zoom link.*

## **Executive Board Contacts**

### **President - Jill Dumesnil, Ph.D.**

jill.dumesnil@unac4996ak.com

### **Interim Treasurer - Sharon Chamard**

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.dewees@unac4996ak.com

### **UAF Organizational VP - Douglas Cost, 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**

kate.quick@unac4996ak.com

**United Academics Local #4996** (UNAC) is the bargaining unit that represents post doctoral fellows, non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).

[unitedacademicsak.org](https://unitedacademicsak.org)

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

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!