



UNAC Non-Tenure Track Newsletter



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UNAC Committee on Non-Tenure Track (NTT) Members

The creation of this committee started with UAF's former Org VP, a non-tenure track faculty member, who saw a need to raise the voices of these UNAC members. The committee transitioned from ad-hoc to standing due to the ongoing importance of elevating this growing segment of United Academics. Kimberly Pace, UAA's Associate Professor of Political Science, took over as chair of this committee in 2024 (??) and is passionate, knowledgeable, and committed to improving job security for her NTT colleagues.

Non-tenure track members comprise 40% of UNAC's bargaining unit, or nearly 500 individuals. These members conduct ground breaking research as professors and post doctoral fellows, while other non-tenure track faculty teach four classes per semester. Each of you deserves more job protections than are currently provided in UNAC's Collective Bargaining Agreement.

Committee members fighting for these improvements include Kimberly Pace (UAA), Lisa Nash (UAA), Libby Eufimio (UAA Kodiak College), Sue Fallon (UAF), Retchenda George-Bettisworth (UAF), and Linda Kilz (UAF).

The committee is seeking more members, especially from underrepresented segments of UA's NTT population—specifically the group needs representation from

NTT Dues Payers

More non-tenure track dues payers would show UA management that NTT faculty support UNAC's proposals and would justify UNAC fighting harder at the bargaining table for NTT faculty and post docs. UNAC's leadership wants to fight for increased job security for this group of members—multiyear contracts and fund 1 money to cover lapses in grants, as just one example.

Without more NTT dues payers, it's an impossible fight to win. Dues are only 1.25% of your net salary, deducted biweekly. Make the choice today to contribute to our voice at the bargaining table by completing our [membership form today](#).

Dues: What They Do for You

It might seem like paying dues to United Academics as a non-tenure track faculty member or post-doc isn't worth it. [This Stanford study](#) shows that it IS worth it. The study contrasts negative opinions of unions versus empirical data showing that unionized workplaces have higher salaries and better working conditions compared to non-unionized workplaces. These stats apply to all UNAC members too—our non-unionized colleagues at Alaska Pacific University earn far less than even our lowest paid faculty members. Everyone at UA benefits from the existence of unions.

Financially, dues pay for a number of things:

- Workload release time allowing Executive Board officers to assist individual members and enforce our contract
- Workload release time for our negotiation team members to fight for a strong contract
- Two full-time United Academics staff members who
 - pursue grievances
 - attend investigatory, disciplinary, and other meetings with members
 - ensure our union is in compliance with all state, federal, and affiliate regulations
 - maintain our channels of communication (website, emails, newsletters, membership lists, social media, text apps, etc)
 - facilitate our committees
 - and more
- Legal advice and representation from JDO Law firm in Anchorage
- Affiliation dues to AFT, AAUP, AFLCIO, and APEA

Symbolically, dues payers create our union's strength:

UNAC's dues-paying members stand with each other in solidarity across the entire UA system to protect and improve working conditions for everyone. Paying dues to UNAC shows empathy, concern for colleagues' careers, and solidarity across the UA system.

What you pay / what you get



YOU PAY:

1.25%
of your salary in
union dues

union dues →



YOU GET:



Better pay than non-unionized faculty (\$10k+ more take-home pay per year & better benefits, according to academic studies)



FTO & FTO cash-out: 15 days time off or up to 1 week of pay in lieu of time off (approx. \$1.5k)



UNAC Professional Development Funds (\$1-2.5K per year)



Representation throughout investigations brought by students, staff, or colleagues (priceless)



Grievance process to protect you from supervisors who misuse or ignore our CBA (priceless)

Solidarity with your colleagues across the UA system (priceless)

Total benefits: Up to \$13k per year per member

Total workplace protections: **PRICELESS.**



Sign up today
to pay dues!

www.unitedacademicsak.org

Union Resources

UNAC Website

Please visit our United Academics website: unitedacademicsak.org for helpful resources including:

- 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

Social Media

- Follow us at our new [BlueSky](#) account
- Follow us on [Facebook](#) and [Instagram](#)
- Like and share our posts, and tag us in your own posts

YouTube Channel

Our [YouTube channel](#) (@United Academics_4996_AK) has short member-to-member video messages, videos explaining union rights, training videos for promotion and workloads, and other informational content. Contact us if you have additional training or other video requests.

UNAC Sick Leave Bank

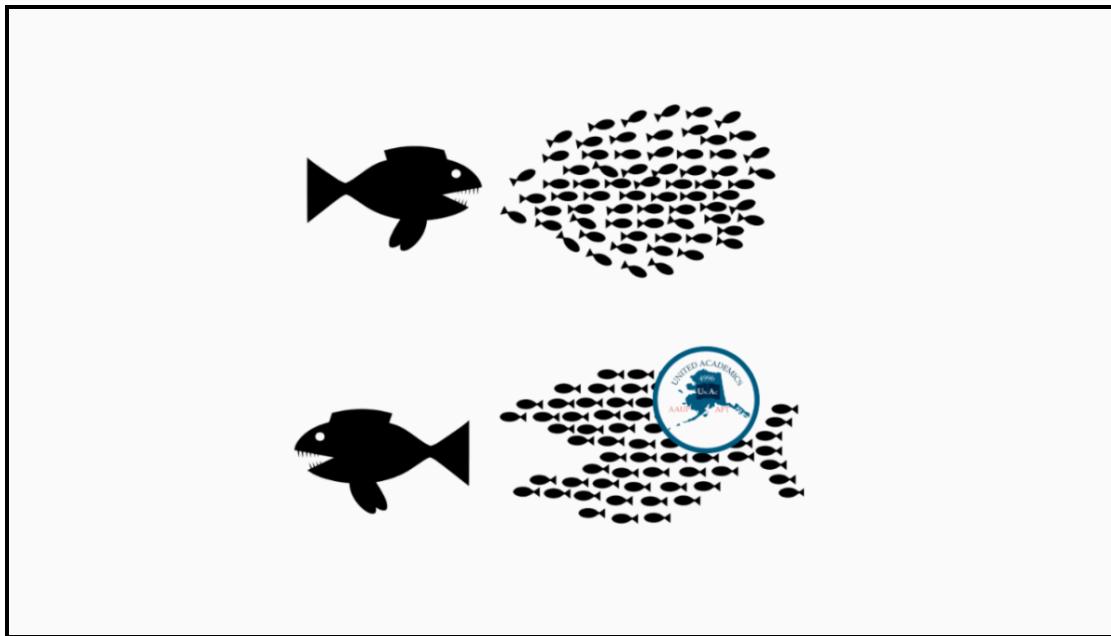
The Sick Leave Bank application can be found under 'forms and guidelines' on this [UA Labor and Employee Relations](#) webpage.

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:

<https://unitedacademicsak.org/resources/collective-bargaining-agreement-1>



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

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