



To UNAC bargaining unit members:

Today, you likely logged on only to get stuck in the waiting room. We didn't spend much time actively bargaining on Zoom today, but we did tentatively agree to (TA) two more articles. We also set an additional meeting from 3:00 p.m.-5:00 p.m. on Wednesday, December 4, 2024.

Following is a summary of today's discussion:

## Two More Tentatively Agreed To (TA'd) Articles

Article 2: Purpose	Article 13: Workloads
<p>This is the article management used previously to stoke fear and restrict shared governance, union participation, and the many active leaders among us. During our last negotiation meeting on November 12, we pointed out that their ideas in article 2 conflicted with articles 5.1 and 17.1.1, which both parties had already <a href="#">TA'd</a>.</p> <p>Today, article 2 was TA'd with existing language that <i>enshrines UA's commitment to academic freedom and to its faculty members' roles in shared governance as a unionized faculty body.</i></p>	<p>Initially, we proposed minor changes to this article's dates and language to streamline workload deadlines for faculty without a department chair or program coordinator. UA management's team did not endorse these changes.</p> <p>In our good faith effort to reach agreement on our entire contract by March 2025 or sooner, our negotiators decided the minor changes we had proposed in article 13 were not the hill to die on. Both sides agreed to TA article 13 as is.</p>

## Highlights from the Discussion

### External Review Letters in Promotion Files:

*(These are letters solicited by deans or directors from two to four professionals in a person's field who do not work in the UA system and review the quality of work performed by the individual standing for promotion)*

UA Management's 11/25 Proposal	UNAC's 11/25 Proposal
Unwilling to agree that the requirement for external review letters should be	Our current CBA language that requires everyone to have external review letters

determined in MAU or unit criteria. Instead they proposed that deans and directors can decide, at their sole discretion, whether someone needs external review letters in their promotion file.

is better than the proposed alternative. Deans and directors have never controlled what does or does not go into a file; this goes against shared governance norms. Current requirements preserve shared governance norms and prevent targeted harassment and unfair treatment of individuals by their supervisors.

## Non-Tenure Track Working Conditions

UA Management's 11/25 Proposal	UNAC's 11/25 Proposal
No required multi-year contracts and no extended requirements for notice of non-renewal (14 days for the first 2 years; 60 days for years 3-6; 90 days after 7 years)	No required multi-year contracts, extended requirements for notice of non-renewal (30 days for first 2 years; 60 days for years 3-6; 90 days after 7 years)

## Still on Management's Side

Article 1: Agreement & Duration  
Article 9: Faculty Status  
Article 10: Reduction in Force  
Article 15: Compensation  
Article 16: Personnel Benefits

## What's Next

We are currently scheduled to meet again at 9:00 a.m. on Tuesday, November 25. We'll send a reminder with the Zoom link Tuesday morning. We anticipate a short session again, and will likely be done by or before 10:00 a.m.

After that, we have one two-hour Zoom session scheduled on December 4, from 3:00-5:00 p.m.

Right now, here's what you can do to illustrate your support for your UNAC negotiators:

## UNAC Actions

**Hang signs on your office door** saying you support UNAC. Take a photo of your door sign and email it to [membership@unac4996ak.com](mailto:membership@unac4996ak.com) or text it to 907-799-5031

**Write letters to the Board of Regents;** they need to hear about your working conditions and spending power. It's your right and your responsibility to communicate these things to UA leadership. Use these [talking points](#) and contact us for help.

**Organize an event** with your colleagues to support your negotiation team. Org VPs and office staff can help with logistics. Text us photos to 907-799-5031

**Give UNAC updates during department meetings.** Contact us for help with

giving those updates. We can provide elevator pitches, talking points, videos, handouts, etc.

Fill out our [Member Testimony Form](#) (samples of how we'll use your answers below. Many more on our Facebook and Instagram pages)

*“During exigency the president placated us with: times would be better in the future, stick with UA. Now is the future. Inflation is here. We've stayed and the raises are not getting any better. The president and administration have left us out in the cold.”*

**-Doug Cost**

UAF Associate Professor of Secondary Education & UNAC Org VP



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*“Cost of living adjustments for faculty are not at equity with other universities. Faculty... generate tuition dollars and grant dollars. Cost of living adjustments for us are critical to the health of the UA system.”*

**-Maria Williams**

UAA Professor of Alaska Native Studies



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# Executive Board and Staff Contacts

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

[jill.dumesnil@unac4996ak.com](mailto:jill.dumesnil@unac4996ak.com)

**Treasurer - Sharon Chamard, Ph.D.**

[sharon.chamard@unac4996ak.com](mailto:sharon.chamard@unac4996ak.com)

**Secretary - Abel Bult-Ito, Ph.D.**

[abel.bult.ito@unac4996ak.com](mailto:abel.bult.ito@unac4996ak.com)

**UAA Organizational VP - Ryan Harrod, Ph.D.**

[ryan.harrod@unac4996ak.com](mailto:ryan.harrod@unac4996ak.com)

**UAS Organizational VP - Andrea Dewees, Ph.D.**

[andrea.dewees@unac4996ak.com](mailto:andrea.dewees@unac4996ak.com)

**UAF Organizational VP - Douglas Cost, Ph.D.**

[doug.cost@unac4996ak.com](mailto:doug.cost@unac4996ak.com)

**Extended Sites Organizational VP - Cindy Trussell, Ph.D.**

[cindy.trussell@unac4996ak.com](mailto:cindy.trussell@unac4996ak.com)

**Contract Manager - Melanie Arthur, Ph.D.**

[melanie.arthur@unac4996ak.com](mailto:melanie.arthur@unac4996ak.com)

**Organizing Manager - Kate Quick**

[kate.quick@unac4996ak.com](mailto: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](http://www.unitedacademicsak.org)

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

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