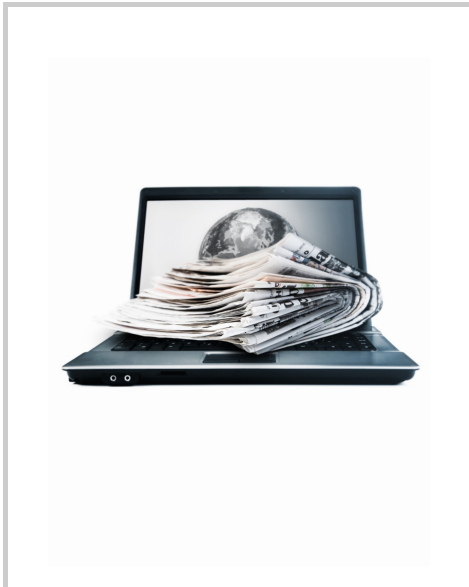


UNAC Connection - May 2023



In this issue:

- BOR Appointees
- BOR Public Testimony
- Backpay Update
- New UNAC Videos on Promotions
- Grievances
- Workload Dispute Resolution
- Department Chair Compensation
- AAUP Staff Bargaining
- Legislative Updates
- Reminders (NTT salary negotiation, FTO, meeting times, & more)

BOR Appointees

On May 9, the Alaska Legislature confirmed all new BOR nominees EXCEPT Bethany Marcum. She was not confirmed by a narrow margin of two votes, and your outreach to legislators likely made the difference! Several legislators who voted against her confirmation stated they were doing so because of constituent messages asking them not to confirm Marcum.

THANK YOU to everyone who emailed or called your legislators to ask them not to confirm Marcum to the BOR. UA is better off without her on our BOR!

Participate in Public Testimony to the BOR

When: Tuesday, May 23, 2023 from 4:00 - 5:00 p.m.

Where: by phone @ 1-888-886-7786

How: introduce yourself, identify your position within UA, and thank the regents for hearing your testimony before reading your pre-written script of testimony. A pre-written script will help you be concise and stay

on topic.

Testimony topic idea:

How your work contributes to Alaska's workforce

Workforce development is an important focus in Alaska right now, including in the Board of Regents. It is often thought of in a narrow view.

Whether you're a philosophy, literature, or writing professor, an engineering, science, or math professor, a welding or construction trades professor, a research professor, a post-doctoral fellow, or a member working in one of our many other important disciplines, *whatever your academic focus is, your work contributes to Alaska's current and future workforce!*

Call in to remind our regents of how your important work enhances our state. Your contributions to education, research, and creative entertainment matter to Alaska's citizens. You can also remind them that YOU and your colleagues are part of Alaska's workforce.

The next BOR meeting is in Fairbanks

What: Attend parts or all of this two-day BOR meeting

When: May 25-26, 8:30 a.m.

Where: Butrovich Building room 109

Why: To show faculty presence during the UA decision making process

Wear a UNAC shirt, or other red shirt to help identify yourself as UNAC members. We'll send a reminder and more details after the agenda is posted. Mark your calendars now!

Back Pay Update

The legislature is still haggling over bills and the budget, with the end of session looming on May 17. They are likely to go into at least one special session before the budget is approved.

We encourage you to write to your legislators and tell them to pass the FY24 budget that will fund a base increase to your salary starting July 1, and the FY23 supplemental budget that will fund the back pay of a 3% raise due to all members who were returning employees on July 1, 2022.



Here's what has to happen before backpay can be issued

by UA:

- Senate must pass their version of the budget
- House and Senate must reconcile differences in their approved budgets
- The state must appropriate the money to UA after the budget is approved
- UA must process and mail the checks

New UNAC Training Videos-Promotion

The following videos are now posted on our [YouTube channel](#).

If you plan to stand for promotion or have an upcoming post-tenure review in the coming months or years, one of the following videos will be helpful to you. Please contact your UNAC Organizational Vice President, other officers, or UNAC staff with questions (contacts at the bottom of this newsletter).

- [Preparing for Non-Tenure Track Promotion](#)
- [Preparing for 4th Year Review](#)
- [Preparing for Tenure and Promotion](#)
- [Preparing for Post-Tenure Review](#)



Workloads

Finalizing Workload Agreements

Workload agreements between faculty and supervisors should be wrapped up by now. They were due back from supervisors to bargaining unit members by May 5, so final negotiations could still be taking place.

If your dean or director has asked you to provide extra information on your workload that departs from past practice, such as modality or location of work to be performed, you have a few options:

- comply with the request
- refuse the request
- add language such as “modality specified in course catalog,” “TBD,” or the town where your work will be performed.

Anyone working outside of Alaska for more than 30 days should have a [remote work agreement](#) in place through a process unrelated to workloads.

Workload Dispute Resolution

If you're unhappy with your workload contents, the best way to resolve this is to first start a conversation with your supervisor in hopes of ironing out the issues.

If you remain unsatisfied after that workload conversation with your dean or director, you should contact your UNAC Organizational Vice President and/or UNAC staff to pursue the complaint process laid out in Article 7.3 (page 16) of the [CBA](#).

Department Chair/Program Coordinator Compensation and Summer Work

Article 15.7.1 on page 62 of the [CBA](#) covers the types of compensation to be given to department chairs and program coordinators. While it is the dean's choice to determine which options in 15.7.1 will be used to compensate their department chairs or program coordinators, this will ideally be a joint decision between the chair/coordinator and their supervisor.

Supervisors cannot require chairs/coordinators to work for any significant amount of time during the summer without providing a separate summer workload or contract extension that includes summer compensation. Article 15.7.2 on page 63 of the [CBA](#) covers summer appointments.

The traditional workload form is for work performed during the nine-month academic year.

Grievance and Arbitration Recap

United Academics leadership and staff continue to support our members through grievances whenever the contract is violated and the affected member and UNAC agree to pursue a grievance. While we advocate resolving contract violations without having to invoke the grievance process whenever it is possible, one of our core commitments to our members is to see that the CBA is equitably and consistently enforced.

In recent years, we took a record number of grievances to Step 4 with President Pitney, and beyond to arbitration or settlement. These were largely a result of budget cuts and the ongoing disagreement between UA and UNAC over the firing of tenured faculty. We succeeded in getting two members reinstated through arbitration and agreed to financial settlements for five others without arbitration. While the pace of faculty firing/non-retention has slowed this year as the budget has stabilized, we continue to represent two members fighting to keep their jobs.

Most contract disputes involve less catastrophic matters than job loss, and we have also assisted members this year with intellectual property rights, distribution of grant funds, workload assignments, promotion, tenure, and post tenure reviews. In addition, we serve as advocates whenever our members are involved in disciplinary investigations. Please be aware that one of the fundamental protections provided in our CBA is that members can only be subjected to disciplinary action for just cause after a formal disciplinary process, and UNAC is here to ensure that that process is followed.

Legislative Updates

Textbook Transparency Bill

Senate Bill 13, "An Act relating to costs of and charges for textbooks and other course materials required for University of Alaska courses; and providing for an

effective date,” has passed the Senate and will be taken up by the House during the next legislative session. You can read the details of the bill [here](#).

In summary, the bill would require online course schedules to identify:

1. Required course materials
2. Which, if any, of the required materials are zero-cost resources
3. Which, if any, of the required materials are low-cost resources (less than 4x the hourly minimum wage)
4. The amount of each automatic fee, if any, charged for required course materials

In addition, it will require a search function in the online course schedules to identify which courses have zero or low-cost materials. Course materials are identified as books, software, online learning programs, DVDs, CDs, courseware, online services, online learning programs, or other required media. Contact your legislators if you have strong feelings on this bill.

Faculty Regent Bill

House Bill 9, “An Act relating to the Board of Regents of the University of Alaska” would add a faculty member as a voting member of the BOR. This bill has stalled out in the House Judiciary Committee and currently has some unfavorable amendments included. The amended version is available [here](#).

The amendments have potential to be rectified on the House floor or by the Senate, and we hope the legislature will take this bill up with renewed energy during the next session.

This bill to add a faculty regent to the BOR needs a companion bill in the Senate, so reach out to your Senators and ask them to sponsor a Senate version of the bill before next winter.



Reminders

Non-Tenure Track Faculty Salary Negotiation

Since our non-tenure track members work on term contracts, often year-to-year, they can all renegotiate their salaries with each new contract. We encourage all of our non-tenure track members to take advantage of this opportunity resulting from their term contract periods. Contact your UNAC Organizational Vice President for advice on how to approach this.

FTO Cash-In

This is your *last chance* to cash-in up to five days of faculty time off (FTO). FTO can only be cashed-in during the final pay period if you've already claimed the required five days of time off.

The cash-in form is available on the following UA HR website:

<https://www.alaska.edu/hr/benefits/leave/faculty.php>

Current Collective Bargaining Agreement (CBA)

Our CBA is available on our United Academics website:

<http://unitedacademics.net/collective-bargaining-agreement-cba/>

BOR meeting May 25-26 in Fairbanks

As stated above, if you're in Fairbanks on these days, show up for as much of this meeting as time allows, and wear red. The meeting is held in Butrovich Building room 109. Refreshments will be served!

Weingarten Rights

If you find yourself called into a meeting with your direct supervisor that you believe could result in discipline, you have the right to request union representation at that meeting. Contact your Organizational Vice President for guidance. From the [National Labor Relations Board](#) website:

Any meeting may be an “investigatory interview” provided that the following occur:

- A manager, representative of management, or supervisor is seeking to question an employee.
- The questioning is part of an investigation into the employee's performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.
- The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.
- The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.

United Academics on Social Media

- Like or follow our [Facebook](#) and [Twitter](#) pages.
- Like, share, or retweet our content!
- Use our [profile pictures and Zoom backgrounds](#) on your social media and Zoom accounts, especially during University Zoom meetings.
- Soon, we'll be setting up an Instagram account and will start a “guess where I am” picture campaign to get to know each other and the diverse

types of work we all do, no matter where we're located.

Meeting Notices

UNAC General Membership Meetings

- Regularly scheduled meetings: every second Tuesday from 5:30-7:00 p.m.
- Separate emails with meeting information, including the Zoom link, will be sent to all bargaining unit members before each meeting
- Next General Membership Meeting: Tuesday, June 13, 2023, 5:30-7:00 p.m. AKDT

Next UNAC Representative Assembly Meeting*

Saturday, August 19, 2023, 10:00am - 2:00p.m. AKDT via Zoom

UNAC Executive Board Meetings*

Second and Fourth Wednesdays of each month, 9:30-11:30a.m. AKDT

**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.*

Have a Great Summer!!!



Executive Board and Staff Contact

President - Abel Bult-ito, Ph.D.

abel.bult.ito@unac4996ak.com

Treasurer - Nelta Edwards, Ph.D.

nelta.edwards@unac4996ak.com

Secretary - Debasmita Misra, Ph.D.

debu.misra@unac4996ak.com

UAA Organizational VP - Tara Palmer

tara.palmer@unac4996ak.com

UAS Organizational VP - Jill Dumesnil, Ph.D.

jill.dumesnil@unac4996ak.com

UAF Organizational VP - Mara Bacsujlaky
mara.bacsujlaky@unac4996ak.com

Extended Sites Organizational VP - Rick McDonald
rick.mcdonald@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 all 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).

www.unitedacademics.net

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

[Unsubscribe charla.brown@alaska.edu](mailto:charla.brown@alaska.edu)

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

Sent by kate.quick@unac4996ak.com in collaboration
with



Try email marketing for free today!