

Faculty working conditions are student learning conditions

United Academics AAUP/AFT Local 4996

Collective Bargaining Negotiations with the University of Alaska Administration

Fall 2024

Overview

- UNAC
- Negotiation Team
- BOR & President Priorities
- Member Concerns
- Legislative Context
- ATB Raise Comparisons

CHECKLIST



United Academics

- Represents 1100+ faculty members
- All post-docs, non-tenure track, tenure track, and tenured faculty
- Established in 1996
- Merged with UAFT in 2018
- Strong advocate for the universities and for higher education in Alaska



United Academics

- Affiliated with
 - American Association of University Professors (AAUP)
 - American Federation of Teachers (AFT)
 - Alaska Public Employees Association (APEA-AFT)
 - Alaska AFL-CIO
- Supported by Jermain, Dunnagan & Owens, PC
- Governed by elected leaders
 - Officers & Executive Board
 - Representative Assembly



UNAC Officers & Representatives

Jill Dumesnil, President
Abel Bult-Ito, Secretary
Vacant, Treasurer

Melanie Arthur, Contract Manager
Kate Quick, Organizing Manager

Organizational Vice Presidents:

Ryan Harrod, UAA
Doug Cost, UAF
Andrea Dewees, UAS
Cindy Trussell, Extended Sites

Representative Assembly of elected faculty from UAA (6), UAF (6), UAS (2),
and our Extended Sites (3).

United Academics

- UNAC Negotiation Team members are nominated to the Collective Bargaining Committee of the RA
- The CBC selects nominees to submit to the Executive Board
- The Executive Board selects members
 - President & Contract Manager
 - One member per university main campus
 - Chief selected from among the members



UNAC Negotiation Team

Melanie Arthur, UNAC Contract
Manager

Jill Dumesnil, UAS Professor of
Mathematics
Lead Negotiator

Tara Palmer, UAA Professor of
English as an Additional Language

Jerry Babcock, UAF Assistant
Professor of Justice

Mary Wegner, UAS Assistant
Professor of Educational
Leadership

BOR & President Priorities

According to UA 3-Year Financial Outlook FY24-FY26 as presented to the UA Board of Regents on May 22, 2024

- Despite past financial challenges, UA is stable and investing in key areas for long term success.
- Growth in enrollment and research activity are providing momentum, helping to offset the impacts of record inflation.
- Current labor market has demanded additional costs for hiring and retention.
- Fixed cost increases, up substantially FY19-FY24.

“Despite past financial challenges, UA is stable and investing in key areas for long term success.”

According to UA 3-Year Financial Outlook FY24-FY26 as presented to the UA Board of Regents on May 22, 2024

It's time to invest in faculty

Since 2018, Alaska Urban CPI increased 21.9%

Since 2018, UNAC salaries have only increased 9.6%

Percentage of qualified new hires demanding higher market wages

50% at UAF

67.5% at UAS

According to UA 3-Year Financial Outlook FY24-FY26 as presented to the UA Board of Regents on May 22, 2024

BOR & President Priorities

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Let's empower Alaska together!

Empower Alaska Together

Recruitment costs time and money

Academic mission requires stable faculty

Inflation has reduced our purchasing power

Salary increase is our top priority

Empower faculty by recognizing their value

UNAC Raises vs AK Urban CPI

Year	Alaska Urban CPI	UNAC ATB Raise
2018	0.3%	0%
2019	1.4%	0%
2020	-1.1%	0%
2021	4.9%	1%
2022	8.1%	0%
2023	1.5%	3.0%
2024	*3.3%	2.75%
2025	*1.9%	2.5%
Compounded thru Current CBA	21.9%	9.6%

Member Concerns

- From 2018 to the present our members have lost over 12% of their purchasing power.
- Salary compression/inequity is affecting many members.
- Members report unfair and unequal treatment and working conditions.
- Members are deeply concerned about the integrity and cost of our healthcare plan.

Legislative Context

The Alaska Legislature has never refused to appropriate union negotiated salary increases.



Recent Public Sector CBA Wage Agreements

Local Union	Compound Increases	2024 ATB increases	2025 ATB increases	2026 ATB increases	Step Increases
Anchorage Police	24.6%	7.8%	3.3%	4.3%	Yes= approx 2.5%
Anchorage Municipality Local 71		1.5%	TBD	TBD	yes= approx 5%
Anchorage Fire Fighters		1.4%	1.5%	TBD	Yes= approx 5%
ASD Principals		3%	2.75%	TBD	Yes = approx 2%
APEA SU	26.8%	Based on 2022 CPI up to 5%	Based on 2023 CPI up to 5%	Based on 2024 CPI up to 5%, not below 2.5%	Yes = 3.25%
ASEA GGU		Based on 2022 CPI - 5%	TBD	TBD	Yes = 3.25%

Source: http://doa.alaska.gov/dof/payroll/sal_sched.html

Recent Public Sector CBA Wage Agreements

Local Union	Compound Increases	2024 ATB increases	2025 ATB increases	2026 ATB increases	Step Increases
<u>AVTEC</u>		2.5%	TBD	TBD	Yes = <u>varied</u>
<u>Confidential Employees Assoc APEA</u>		5%	TBD	TBD	Yes= <u>3.25%</u>
<u>Labor, Crafts & Trades Local 71 ASEA</u>	28.6%	Based on 2022 CPI - 5%	Based on 2023 CPI up to 5%	Based on 2024 CPI up to 5%	Yes= 2 step increase on 7/8/2024; <u>3.75%</u> per step
<u>Public Safety Employees Assoc</u> (troopers, fire marshalls, court officers)	25.6%	7% (FY24)	3% (FY25)	10% (FY26)	Yes= 3.75% every two years
<u>PSEA</u> (DOT, Public Facilities)	26.8%	7% (FY24)	4% (FY25)	10% (FY26)	Yes= 3.75% every two years

Source: http://doa.alaska.gov/dof/payroll/sal_sched.html

Average Compound Increases Approved by Legislature

26.5%

For the five most recently approved public employee CBAs

Total Increase of Two Scenarios

Year	UNAC ATB Raise 5-5-5	Based on AGWA CBA
2026	5%	***2.75%
2027	5%	***2%
2028	5%	**2%
Compound Increase over CBA	15.76%	6.9%

**Federal Reserve Target

***From recent AGWA-UA CBA

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Compounded thru Current CBA	21.9%	9.6%

Narrowing the Purchasing Power Gap

Year	Alaska Urban CPI	UNAC ATB Raise 5-5-5	For Comparison
Compounded from 2018 through Current CBA	21.9%	9.6%	9.6%
2026	*2%	5%	**2.75%
2027	*2%	5%	**2%
2028	*2%	5%	***2%
Estimated from 2018 Contract End in 2028	29.3%	26.8%	17.1%
Loss in Purchasing Power		-2.5%	-12.2%

*Federal Reserve Target

**From recent AGWA-UA CBA

*** Estimate



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Thank you UNAC members for your support of higher education in Alaska