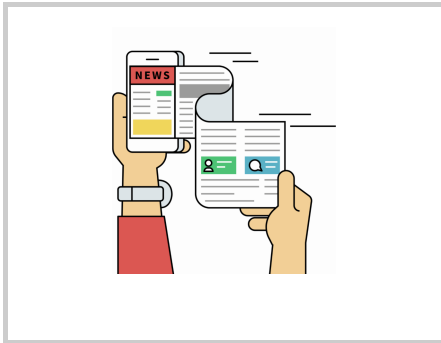




UNAC Connection - May 2024



In this issue:

- Member Issues Update
- When to Contact UNAC
- Fall Bargaining
- BOR Meeting Highlights
- Reminders

Grievances and Member Assistance

United Academics assists our members in a variety of ways on any given day. When the unexpected happens at work, or someone has a lingering question or problem, our union leadership and staff are here to help.

Following is a summary of how UNAC has defended our [Collective Bargaining Agreement \(CBA\)](#) and our members' rights to just cause and due process throughout the past academic year.

Grievances and Investigations

- 3 step 1 grievances - appeal to the direct supervisor
- 3 step 2 grievances - appeal to the provost
- 1 step 3 grievance - appeal to the chancellor
- 3 step 4 grievances - appeal to UA president
- 9 member investigations

CBA violations that led to

grievances:

- Misuse of Letters of Expectation as described in Article 11.2.1.b "Disciplinary Action, Considerations Prior to Disciplinary Action"
- Discipline without just cause
- Improper removal of instructor of record from teaching duties
- Violation of Article 16 "Personnel Benefits" related to the Joint Health Care Committee
- Failure to provide retroactive pay for summer work

Types of Member Assistance UNAC Provided in the Past 12 Months:

- Negotiating initial salary upon hire
- Applying for Family Medical Leave Act (FMLA) protections via Unum
- Utilizing the UNAC sick leave bank
- Preparing and revising workloads
- Responding to promotion and annual reviews
- Resolving the last back pay discrepancies
- Discussing options for seeking a salary increase
- Following administrative leave requirements
- Defending allegations of discrimination
- Enforcing appropriate disciplinary processes

Contact your [UNAC Org VP or office staff](#) for assistance or advice.

Still unsure of when it's appropriate to contact us? Watch the following short video, "**When to Call United Academics.**"



Fall 2024 Bargaining

Our [April newsletter](#) introduced our new Negotiation Team. They are currently busy preparing for bargaining, which begins in August. *Our team is determined and ready to negotiate a competitive new CBA for all of you!*

Each of us can and should learn a lesson from UA's grad student workers in Alaska Graduate Workers' Association (AGWA/UAW). They showed us earlier this spring that *vocal membership support outside the bargaining table* will help our team argue for our members' priorities *at the table*. It's up to all of us!

Our Negotiation Team will be depending on your visible support to bargain a CBA we can all be proud to ratify. Be ready to answer calls to action in the coming months:

- hang a sign on your office door
- wear red on Wednesdays

- Put a UNAC sticker on your computer or water bottle
- Use UNAC Zoom backgrounds and profile pictures
- attend a bargaining session
- write a letter to a newspaper editor
- participate in rallies
- attend membership meetings and town halls to voice your opinion and hear from colleagues
- and more!



BOR Meeting at UAA: Recap

The UA Board of Regents held committee and full board meetings at the UAA campus on May 22-23, 2024. UNAC president, Jill Dumesnil, and union staff attended the meetings in person, along with several local UNAC members. Attending these meetings helps union leadership stay informed so we are prepared to meet the challenges ahead, while also reminding the regents and administration that faculty and researchers are an integral part of UA shared governance. Their decisions affect our profession and our livelihoods.

One item of concern took place in the Audit and Finance Committee meeting; based on meeting documents as well as, UA plans to increase the maximum out of pocket expenses for healthcare. In addition, committee and full board discussion led UNAC to anticipate that UA administration plans to shift unforeseen costs/budgetary shortfalls to employees in the future (i.e. your benefits rate and health care contributions are likely to go up).

Another moment worth noting was Regent Church's closing comments, which emphasized recent and current inflation rates and the importance of paying competitive wages to attract and maintain the best possible UA workforce. If you've felt the crunch of inflation vs. UA's recent raises, tell your story to our regents ([email entire board](#); [email individual regents](#)).



Reminders

First day of AY25 Contract is August 11, 2024

Work assigned to be performed between May 11 and August 10, 2024, should be detailed on a *separate workload/contract extension form*.

Member Highlights Corner

We want to highlight your recent publications, presentations, performances, community service, and other professional achievements in a sidebar on our website (<http://unitedacademicsak.org/>).

Take five minutes or less to submit content for our highlights corner by filling out [this form](#).

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.

Your Weingarten Rights

If you are called into a meeting with your supervisor that might result in discipline,

This statement could save your job:



"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union rep be present at the meeting. Without my union rep present, I choose not to respond to any questions or statements."



Meeting Notices

UNAC General Membership Meetings

- Regularly scheduled meetings: every second Tuesday of the month 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 11, 2024, 5:30-7:00 p.m. AKT

Next UNAC Representative Assembly Meeting*

Saturday, August 17, 2024, 10:00 a.m. - 2:00 p.m. AKT

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.

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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).

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