



UNAC Connection - July 2023



In this issue:

- New UNAC Executive Board
- Back Pay Accuracy
- FY24 Base Salary Increase
- Reminders (Trainings, CBA access, Weingarten Rights, social media, UNAC meeting times)

New UNAC Officers **Take Their Seats**

Statewide Officers

UNAC President (2023-2026)
Jill Dumesnil

UAS Professor of Mathematics

phone: 907-796-6242

union email:

jill.dumesnil@unac4996ak.com



Secretary (2023-2026)
Abel Bult-Ito

**UAF Professor of
Neurobiology and
Neurophysiology**

phone: 907-474-7158
union email:
abel.bult.ito@unac4996ak.com



Treasurer (2023-2026)
Nelta Edwards

UAA Professor of Sociology

phone: 907-786-4564
union email:
[nelta.edwards@unac4996ak.c
om](mailto:nelta.edwards@unac4996ak.com)

Organizational Vice Presidents



**UAA Org VP
(2021-2024)
Tara Palmer
Professor of ESL**

phone: 907-786-6837
union email:
tara.palmer@unac4996ak.com



**UAF Org VP (2023-
2024)
Doug Cost
Associate Professor of
Secondary Education**

phone: 907-474-1556
union email:
doug.cost@unac4996ak.com



**UAS Org VP (2023-
2024)
Kathy DiLorenzo
Associate Professor of Public
Administration**

phone: 907-796-6418
union email:
kathy.dilorenzo@unac4996ak.com



**Extended Sites Org VP
(2023-2024)
Cindy Trussell, Kodiak
College
Professor of Biology**

phone: 907-486-1224
email:
cindy.trussell@unac4996ak.com

Let's Talk Money

Back Pay Accuracy

All UNAC members should have received their 3% salary adjustment back pay by now.

If you believe you were eligible for FY23 back pay and have not received it, please contact our Contract Manager right away:

melanie.arthur@unac4996ak.com.

Overall, reports are that back pay amounts and deductions are accurate. If you haven't checked the accuracy of your lump-sum payment, including the type of deductions taken out, spend the time doing so as soon as possible.

Deductions for retirement, federal and state withholdings, and UNAC dues should appear, but there should be no deductions for health insurance plans.

Some members have noticed discrepancies in the amount of backpay they received, *specifically related to grant-funded summer compensation (July 1-August 13, 2022 and May 14-June 30, 2023)*.

We encourage all UNAC members working on grant-funded summer projects to carefully review the accuracy of your summer pay.



FY24 Base Salary Increase of 2.75%

All returning UNAC members will see a **2.75% increase** to your FY24 base salary in the 'Current and Past Jobs' section of UAOnline and on your AY24 appointment letter. The increase will be included in your paychecks on or after July 28, 2023.

FY24 salaries for all returning UNAC members should be **5.8325% higher** (3% + 2.75% + compounding interest) compared to what you were paid before the retroactive implementation of the FY23, 3% raise.

With all of these pay adjustments taking place in a short amount of time in short-staffed payroll offices, we strongly encourage all UNAC members to check the accuracy of your new base salary.

Reminders

UNAC Videos on Promotion

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).



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

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

Current UNAC/UA Collective Bargaining Agreement (CBA)

Our CBA is available on our United Academics website:

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

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.

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, August 8, 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 Thursdays 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.*



Executive Board and Staff Contacts

President - Jill Dumesnil, Ph.D.
jill.dumesnil@unac4996ak.com

Treasurer - Nelta Edwards, Ph.D.
nelta.edwards@unac4996ak.com

Secretary - Abel Bult-Ito, Ph.D.
abel.bult.ito@unac4996ak.com

UAA Organizational VP - Tara Palmer
tara.palmer@unac4996ak.com

UAS Organizational VP - Kathy DiLorenzo, E.D.
kathy.dilorenzo@unac4996ak.com

UAF Organizational VP - Doug Cost
doug.cost@unac4996ak.com

Extended Sites Organizational VP - Cindy Trussell, Ph.D.
cindy.trussell@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 non-tenure track (term), tenure track, and tenured faculty as well as post-doctoral fellows 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 powered by



Try email marketing for free today!