



## UNAC Connection - June 2023



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### Base Salary Review

#### **Check Your Current Salary for 3% FY23 Increase**

UA has been updating salary records in UAOnline to reflect the FY23 raise guaranteed in our new [CBA](#).

To check that the **3% salary increase** has been applied to your current job:

- Log on to UAOnline/Employee Services/Current and Past Jobs.
- Click your current job. If you have summer appointments or overload assignments, you may have to scroll down to find your faculty position, which will be listed with your hire date.
  - Selecting your current job will open job details with a list of “changes to your job,” which includes every on/off contract date, salary adjustment, and promotion.
  - There should be a salary adjustment on June 4, 2023, that reflects the UNAC-negotiated 3% FY23 raise.
- Compare your June 4 salary to the salary for your previous current job for FY23, which should be the line below. The June 4 salary should be 3% higher.

It's important to check your current salary to ensure that the next fiscal year's raise

is based on the correct, adjusted, current salary.



## Adjustments for New Minimum Salaries

Article 15.1 (p. 58) in the [CBA](#) raised our salary minimums. Members whose salary falls below the new minimums should pay close attention to your current salary on UA Online as well as your future pay stubs.

Salaries below the new minimums should be adjusted as follows:

1. Base salary raised to the new minimum.
2. 3% raise for FY23 applied.
3. 2.75% raise for FY24 applied.

## FY24 Base Salary Increase of 2.75%

You will see an **additional 2.75% increase** to your FY24 base salary in the 'Current and Past Jobs' section of UAOnline.

**When:** The increase will be included in your paychecks on or after July 28, 2023.

**What:** Additional pay increase of 2.75% for FY24.

Your FY24 salary should be 5.8325% higher than your previous FY23 salary before the legislative appropriation in May, 2023, which funds both the FY23, 3% (June 4, 2023, adjustment) and FY24, 2.75% (July 2023 adjustment) raises.

After the first week in July, check your FY24 salary in the list of 'Changes to Your Job' in UAOnline to ensure your new salary is 2.75% higher than the June 4, 2023, adjusted salary.

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## Back Pay Distribution

### Lump Sum Back Pay

We don't control the back pay disbursement for the FY23, 3% raise back pay. However, [communications](#) from UA Human Resources indicates the following:

- Back pay will be received no later than July 14, 2023, in whatever method you receive paychecks (direct deposit or paper check).
- Members who no longer work for UA will receive paper checks.
- Back pay will be reflected in either your June 30, 2023, or July 14, 2023, paystub.

### FTO and Retirement Back Pay

In addition to receiving back pay for your base salary, you should receive the following:

- back pay for any cashed-in FTO days taken during FY23
- adjustment to retirement contributions for FY23

# UNAC to File Step 4 Grievance



## **Mid-Year Departures Denied Back Pay**

Approximately thirty UNAC members—those who resigned between July 1, 2022, and May 7, 2023—are the only remaining group of people the UA administration is currently denying the back pay due to them. We are taking this statewide issue straight to President Pitney through the formal grievance process.

**Our step 4 grievance** is for those UNAC members who left their jobs at UA mid-year with the understanding that they would receive back pay of 3% for their time working at UA during FY23. These former members are contractually due their back pay, like all UNAC members are, and our Executive Board will do what it takes to ensure they receive it.

## **Background**

The administration's [May 19 announcement to faculty](#) had declared that UNAC members who worked during the past academic year but no longer had active jobs with UA on June 4, 2023, would not receive their back pay. This would have left out the vast majority of retiring members as well as those who left for other work.

[Our May newsletter](#) asked you--our members--to call in during May BOR public testimony to express your disappointment and anger upon learning that retiring and resigning members would be left out of the back pay everyone is due.

Several UNAC members testified to the BOR on this point. **THANK YOU to those members!** The testimony *worked*--see details below. Our grievance is for a much smaller group of people than HR communications had initially excluded from back pay.

## **Retirees Will Get Back Pay; All Active Employees on May 7, 2023, Will Get Back Pay**

Two days later, at the full BOR meeting, regents expressed dismay about departing faculty members not getting their back pay, at which point President Pitney stated that retiring UNAC members would be included in the disbursement and only those who resigned before June 4, 2023, would miss out on their earned back pay. This was welcome news, but still left out everyone who resigned at the end of the spring contract period.

After the BOR meeting, a [new communication](#) from UA administration changed the relevant departure date from June 4 to May 7, 2023, a date when most resigning members were still active UA employees. We are pleased to see this positive change, and we are determined to make sure all back pay is disbursed to members who worked during FY23 and are contractually obligated to receive 3% back pay for their time worked.

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# Regarding BOR Appointee Tuckerman Babcock

In late May, after the legislature had adjourned for the year and after the BOR met at UAF for their May meeting, Governor Dunleavy [appointed Tuckerman Babcock](#) to the UA Board of Regents to fill the seat left vacant when the legislature voted not to confirm appointee Bethany Marcum to the BOR.

One main reason Marcum was not confirmed by the legislature was due to her support for Dunleavy's 2019 budget vetoes to UA. Babcock was [directly involved](#) in creating Governor Dunleavy's 2019 draconian budget cuts, not to mention Babcock's role in creating [illegal 'loyalty pledges'](#) for state employees and the [illegal firing](#) of two state-funded doctors.

Since Alaska's legislature refused to confirm Marcum due in part to a public comment in support of the 2019 cuts, it's unlikely they will confirm a person with a direct role in creating that ill-fated budget. However, it's important that your legislators hear from you about Tuckerman Babcock's position on the BOR. They will have to make a decision about his confirmation, including whether to wait until next May or call a joint session sooner to vote on his appointment.

## **Contact Alaska's Legislators**

Alaska's legislators didn't confirm Marcum because they heard from their constituents, including a lot of UNAC members.

Call or write to your Senator and Representative and tell them you don't support Babcock's appointment to the BOR because of his involvement in the proposed 2019 UA budget cuts, as well as other illegal activities, during his time as Governor Dunleavy's Chief of Staff.

[Find your state Senator](#)

[Find your state Representative](#)

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## **Confronting Contingency: A Conversation on Zoom with Higher Ed Faculty Across the U.S.**

On Tuesday, June 20, from 3-5 p.m., [join higher ed labor leaders and activists](#) from around the U.S. to discuss "Strategies for Abolishing Faculty Contingency." This event is hosted by Higher Ed Labor United (HELU), a faculty advocacy organization whose [vision platform](#) was endorsed by UNAC in 2021.

1/3 of UNAC membership works on a contingent basis performing research or teaching and service. This HELU discussion will center around ways to reduce over-reliance on non-tenure track faculty (including adjuncts) and/or improve compensation, job security, and professional growth for non-tenure track workers. Join the discussion!

[Register here](#) for the event to access the Zoom link.

**HIGHER ED LABOR UNITED**

# Confronting Contingency

ONLINE – ON ZOOM

**TUESDAY  
JUNE 20**

4pm PT/5pm MT/6pm CT/7pm ET

**FIRST OF A SERIES OF VIRTUAL WORKSHOPS**

Join us to share, learn, and organize around strategies to abolish faculty contingency.

**REGISTER**

<https://bit.ly/3MEUFgd>

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## UNAC Training Videos-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](#)

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## Reminders

### **Current Collective Bargaining Agreement (CBA)**

Our CBA is available on our United Academics website:



## **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 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, July 11, 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.*

**Have a Great Summer!!!**



## Executive Board and Staff Contact

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**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).

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