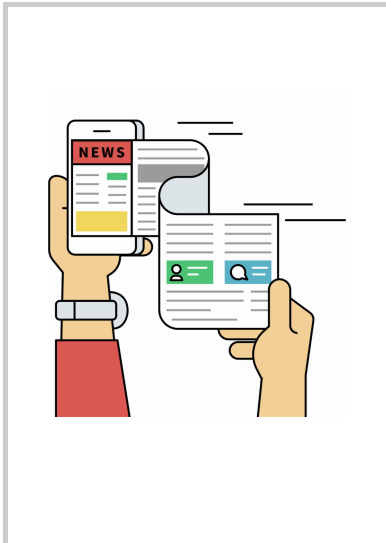




UNAC Connection - October 2023



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AFT Legal Defense Grant Award #2

We recently received a new round of grant money from the Legal Defense Fund of our national affiliate, American Federation of Teachers (AFT). This grant is in response to United Academics' successful (but expensive) legal efforts to protect tenure and ensure fair treatment of our members.

It's the *second time in two years* that AFT has accepted our Legal Defense Fund grant application, totaling over \$200,000 of financial assistance toward our recent legal battles.

Our dues payers made all of our recent legal wins possible, as well as our affiliation with AFT and our ability to apply for grant assistance. The result of our expensive legal victories is improved working conditions for all of our bargaining unit members. Supervisors are more likely to think twice before violating your workplace rights and ignoring our CBA because of our recent legal victories. Everyone should be willing to pay dues for that!



Back Pay Update

For Summer 2022 Pay

We have assurances from HR that back pay will be corrected and distributed for members who were paid at their regular salary rate between July 1 and August 14, 2022, even if this pay was recorded as an “additional assignment” rather than a “contract extension.”

If this proves to be false in the coming days, we will grieve this issue to ensure that everyone is paid what they are owed.

For Members who Departed Between July 1, 2022, and May 5, 2023

UNAC filed a step 4 grievance earlier this fall to demand contractually obligated back pay for our members who left UA before the end of the contract year. In answer to our grievance, UA Statewide has informed us they will disburse this back pay on November 3, 2023.



UNAC Leadership Opportunities

It’s an exciting time to get involved in United Academics leadership, and we have a lot of great upcoming opportunities. All of our members-in-good-standing (dues payers for 3+ months or within 30 days of hire) are encouraged to put their name in for one or more of these positions. All position descriptions are available in [our by-laws](#).

We need a wide variety of ranks, job types, and area-expertise among our RA, Executive Board, and Negotiation Team. If you feel that your rank or discipline or

job-type isn't well represented right now, there's no better way to change that than to get involved yourself!

If you're not a dues-paying member, the first step is to become a dues payer by completing our [membership form](#) (return it to kate.quick@unac4996ak.com). If you join now, you will be a member-in-good-standing for our next election.

Negotiation Team

In August 2024, UNAC and UA will begin negotiating our next Collective Bargaining Agreement (CBA). This is our next chance to fight for improved compensation and job security.

To begin the process of selecting our next Negotiation Team, UNAC's Collective Bargaining Committee (CBC) met on October 24, 2023. In early November, our members-in-good-standing will receive an email with more details and a nomination form. Now is a great time to start thinking about whether you or a colleague would make an effective negotiation team member!

Organizational Vice Presidents

We have four vice president positions, each of whom plays a vital role in representing their constituents on our Executive Board and on our Representative Assembly:

- UAA Org VP for all Anchorage-based (Goose Lake, CTC) bargaining unit members
- UAF Org VP for all Troth-Yeddha' campus bargaining unit members
- UAS Org VP for Juneau (Auke Lake, Downtown TEC) campus
- Extended Sites Org VP for all extended sites/rural/community campuses

Representative Assembly Seats

The RA is our budget and policy-setting body. They meet twice per semester on Saturdays, from 10:00 a.m. - 2:00 p.m. (4 meetings total per academic year). In the past, one meeting per semester took place in Anchorage. While we may return to that schedule in the future, the RA has currently agreed to meet via Zoom as a cost saving measure and as a matter of convenience.

RA members also participate in one or more of our committees, which are where all union decisions begin. Committees meet once a month and usually require 1-2 hours of dedication per month during the academic year.

These seats are a great way to learn the ins-and-outs of union leadership. Aside from the gratification of knowing you're doing something important to help yourself and your colleagues, one major benefit of being an RA member is meeting colleagues across the UA system and learning about their work and their worksites.

Our at-large RA seats are as follows:

- 6 for UAA (Goose Lake & CTC)
- 6 for UAF Troth Yeddha' (Fairbanks)
- 2 for UAS (Juneau)
- 1 each for UAA, UAF, UAS Extended Sites (3 total)



Requesting an Equity or Retention Raise

One of the more common misconceptions we hear about UNAC is that our CBA prevents our bargaining unit members from getting equity, merit, or retention raises. This is patently false.

All UNAC bargaining unit members of every rank and status are eligible for these raises! (see [CBA Article 15](#))

Parameters for these types of raises and bonuses:

- Retention Raises (15.4.3): “at the sole discretion of the University” (*should be requested if your salary is forcing you to search for work elsewhere*)
- Equity Adjustments (15.4.3): “at the sole discretion of the University” (*should be requested when someone is underpaid for their discipline compared to colleagues in their program or at our peer institutions*)
- Merit Bonus (15.5): “for exemplary performance”
- Merit Raise (15.6): “for sustained exemplary performance”

Importantly, the *CBA gives administration total authority* over whether or not they make use of these pay incentives. If your supervisor is blaming the union for their inability to give you a retention, merit, or equity raise, they are misinformed and passing on misinformation.

How to request one of these raises:

1. Contact your Org VP and our Contract Manager to discuss your options and expectations.
2. Talk to your supervisor. They may then forward your request to your provost
3. Notify your Org VP if you don't hear a decision from your supervisor within a few weeks.

The bottom line:

United Academics supports our bargaining unit members making more money! The CBA allows for individual raises at the discretion of UA supervisors. Most decisions land at the Provosts' offices.

**In her October 24 Budget Town Hall, President Pitney directly encouraged all UA employees to request these types of raises, so...
talk with us and then heed her advice!**



Personal Cell Phones and Your Supervisor: Just Say No

Some supervisors have gotten into the habit of calling or texting employees on their personal cell phones. If this sounds familiar, please be assured that you can just *decline to answer*. If your supervisor leaves you a message that needs an answer, respond via UA email, university telephones, or in person.

To formalize your desire not to be contacted via your personal cell phone, UAOnline provides an option to indicate that you should only be contacted on your personal cell phone in emergencies.

Above all, do not give out your colleagues' cell phone numbers or other personal information to anyone, including supervisors.

BOR Public Testimony

Fill the phone lines with public testimony to our Board of Regents on Tuesday, November 7th, from 4:00 p.m.-5:00 p.m.

ATTENTION!

Get in the queue by 4:00 pm AKT

**IT'S BOR
PUBLIC
TESTIMONY
TIME!**



1-888-886-7786



4:00 p.m AKT



Tuesday, Nov. 7



UA BOR PUBLIC TESTIMONY

HOW TO

TIPS TO SUCCESSFUL TESTIMONY

- ✓ Call to get in the queue by 4:00 pm AKT
- ✓ Testimony is limited to two minutes
- ✓ Discuss only one topic (relevant to UA)
- ✓ Decide on your topic ahead of time
- ✓ Write a script or list of points to make
- ✓ Start your script with "Mr. Chair and members of the Board of Regents, my name is (your name), calling from (city)"
- ✓ Practice and stay on script
- ✓ Be yourself



1-888-886-7786



Reminders

Professional Development Funds

All UNAC bargaining unit members of every rank and title are eligible to apply for UNAC Professional Development Funds. These funds are described in Article 15.9 of our [CBA](#) and are to be used as monetary assistance for professional development opportunities. Each University follows slightly different application processes. Each provosts' office can help members work through the application process for their University.

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). It replaces the leave-share program, which was eliminated over the summer.

Current 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, November 14, 2023, 5:30-7:00 p.m. AKT.**

Next UNAC Representative Assembly Meeting*

Saturday, February 17, 2024, 10:00 a.m. - 2:00 p.m. AKT via Zoom

UNAC Executive Board Meetings*

First and 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.*



UA's Graduate Student Workers Voted to Form a Union!

On October 26, 2023, we all learned that UA graduate student workers voted overwhelmingly in favor of forming their own union: Alaska Graduate Workers' Association (AGWA). UNAC leadership has supported this effort since it began because we know the value of having a seat at the table.

We look forward to working with AGWA in the years ahead and wish them luck as they prepare a team to negotiate their inaugural collective bargaining agreement.

Congratulations to our graduate student workers on this hard-won and historic victory!

Executive Board and Staff Contacts

President - Jill Dumesnil, Ph.D.

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Treasurer - Nelta Edwards, Ph.D.

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Secretary - Abel Bult-Ito, Ph.D.

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UAA Organizational VP - Tara Palmer

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UAS Organizational VP - Kathy DiLorenzo, D.A.

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UAF Organizational VP - Doug Cost, Ph.D.

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Extended Sites Organizational VP - Cindy Trussell, Ph.D.

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Contract Manager - Melanie Arthur, Ph.D.

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Organizing Manager - Kate Quick

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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).

www.unitedacademics.net

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