



To United Academics bargaining unit members:

On Tuesday, December 3, 2024, members of our negotiation team met with management's lead negotiators and mutually agreed that we are at a deadlock and will seek mediation with the Federal Mediation and Conciliation Services (FMCS). We are legally required to go through mediation before we can consider going on strike. If mediation fails, we will be one step closer to that option. We anticipate mediation occurring in mid to late January.

Here is our take on [President Pitney's 12/3 email](#):

- The actual cost of our compensation proposal, r, is less than \$22M (approximately \$15M in salary and \$7M in benefits), *for our bargaining unit*.
- Her email claimed our proposal would cost \$113M which we can only assume includes costs applied to UA employees *who are not in our bargaining unit*.
- We are not legally allowed or authorized to bargain for UA employees who are not in our bargaining unit.
- We have no control over "some people's comfort level."
- The final approval of our CBA's monetary terms lies with the Legislature.
- The Legislature has never, to our knowledge, refused to fund a ratified collective bargaining agreement.
- The Legislature has recently approved sizable raises for other unionized Alaska public employees, as the table below illustrates.
- Staff and executives are not unionized, so the Legislature is not required to fund their raises, although UA has historically given non-unionized employees matching raises to what UNAC bargains.
- The legislature did not fund raises for non-unionized UA employees last year and could do the same this year.
- According to the Alaska Beacon 02/14/24 (article available [here](#)) "The state's second highest-paid executive in 2023 was *University of Alaska President Pat Pitney.... She was compensated \$403,848.*"

Table of Recent Alaskan Public Employee Union Raises Funded by the AK Legislature

| 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 marshall, 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 |
| <u>APEA SU</u> | 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 = <u>3.25%</u> |
| <u>ASEA GGU</u> | | Based on 2022 CPI - 5% | TBD | TBD | Yes = <u>3.25%</u> |

What's Next:

Please forward this email to as many people as you want, including your students and staff colleagues. We need you to show your support for your union by participating in the following actions while we await mediation:

UNAC Actions

Hang signs on your office door saying you support UNAC. Take a photo of your door sign and email it to membership@unac4996ak.com or text it to 907-799-5031

Use our Zoom backgrounds and profile pictures. Images and instructions are on our website (<https://unitedacademicsak.org/profile-pictures-and-background-images>)

Write letters to the Board of Regents; they need to hear about your working conditions and spending power. It's your right and your responsibility to communicate these things to UA leadership. Use these [talking points](#) and contact us for help.

Organize an event with your colleagues to support your negotiation team. Org VPs and office staff can help with logistics. Text us photos to 907-799-5031

Give UNAC updates during department meetings. Contact us for help with giving those updates. We can provide elevator pitches, talking points, videos, handouts, etc.

Fill out our [Member Testimony Form](#) (samples of how we'll use your answers below. Many more on our [Facebook](#) and [Instagram](#) pages)

Executive Board and Staff Contacts

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United Academics Local #4996 (UNAC) is the bargaining unit that represents all post docs, non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is affiliated with the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT) as well as the Alaska Public Employee Association (APEA) and Alaska AFL-CIO.

www.unitedacademicsak.org

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