



UNAC Connection - April 2024



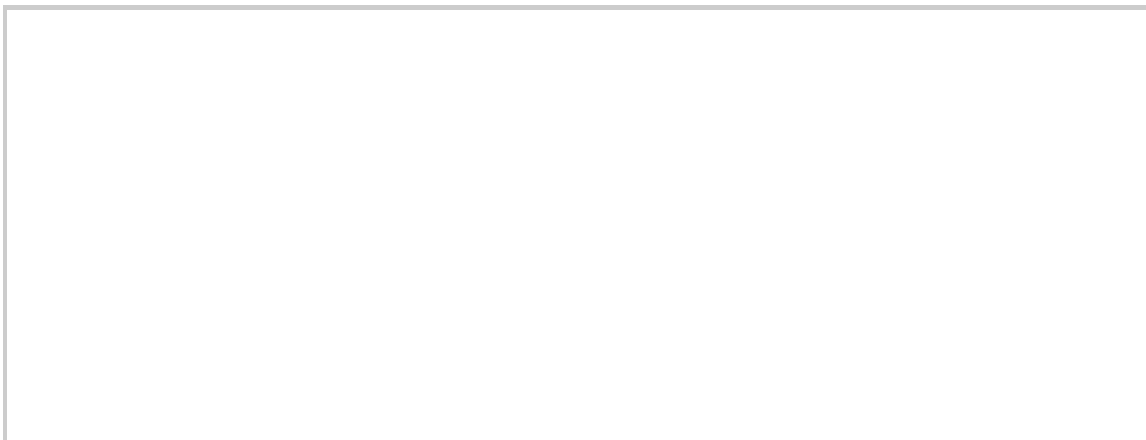
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UNAC Spotlight: Negotiation Team

United Academics is a member-led union, and our Negotiation Team is composed of UNAC members from around the state, as well as our Contract Manager. Throughout the bargaining process, our team will also be supported by UNAC's Organizing Manager, our state and national affiliate unions, and a top-notch Anchorage law firm.

Our team negotiating the next UNAC/UA Collective Bargaining Agreement (CBA) is composed of three former UNAC Negotiation Team members, as well as two faculty members who have bargaining experience from previous careers but have not previously bargained for UNAC. Together, our team has a formidable and trustworthy combination of experience.





Jill Dumesnil
President of United Academics and
Lead Negotiator,
UAS professor of Mathematics



Tara Palmer
UAA Negotiation Team
Representative,
Professor of English as a
Second/Additional Language



Jerry Babcock
UAF Negotiation Team
Representative & NTT team
member,
Term Assistant Professor of
Justice



Mary Wegner
UAS Negotiation Team
Representative,
Assistant Professor of Education



What's Next for Bargaining

Our Negotiation Team is already hard at work. They've had meetings to agree on preliminary ground rules, discuss bargaining strategies, and begin analyzing results of our Bargaining Priorities Survey. Before bargaining starts this fall, they'll have drafted more than one full set of proposals, along with presentations supporting those proposals.

In May, our team members will attend in-depth Zoom training sessions with AAUP's Western Organizer, Malori Musselman. In the summer, the Negotiation Team will attend a weeklong retreat in Fairbanks. Even though all of our team members have experience at the bargaining table for UNAC and other unions, there's no such thing as being too prepared!

In August, our Collective Bargaining Committee will reach out with a variety of ways to support our Negotiation Team at the table.

It's up to *each of us* to help them bargain a competitive CBA for *all of us*.



Update on AGWA

On Thursday, April 25, Alaska's Superior Court enjoined AGWA's April 29 Ratify or Strike date, making any strike actions illegal. Therefore, AGWA is not going on strike this week. Both parties are continuing to meet at the bargaining table and will receive court guidance in the near future.

Meanwhile, AGWA is planning non-strike actions in Anchorage and Fairbanks at noon today, April 29:

- UAA's Consortium Library south entrance (noon -3:00pm)

- UAF's Nenana parking lot across from the SRC (marching from parking lot to corner of College and University, starting at noon)

Visit [AGWA's Instagram page](#) for more information.

Workloads, Revisions, Overloads, and CBA Complaint Process

In these final days before AY25 workloads are finalized, the following is a last-minute refresher to empower our members with the verbiage and technicalities necessary for fair workload meetings with supervisors. New workloads for AY25 should be returned by supervisors to UNAC members *no later than May 1, 2024*.

Definitions

Workload:

1. A detailed listing of professional duties each UNAC bargaining unit member will perform during the 9-month academic year.
2. A workload of 30 workload units is considered full time based on a 40 hour work week and a 9 month, academic year calendar.
3. Successful completion of workload duties as listed on the most recent signed workload helps ensure a satisfactory annual review and successful promotions.

Workload Revision:

1. When work assignments change during an academic year, UNAC members should submit workload revisions to be signed by supervisors. Accurate workloads help ensure satisfactory annual reviews.
2. Compensation cannot be reduced due to small class sizes, course cancellations, field work disruptions, or similar. Alternate work may be assigned in circumstances of cancellations.
3. Revised workloads are only official after the relevant supervisor has signed it.

Workload Overload:

1. Any work assigned to a UNAC member in addition to their already-signed workload.
2. A UNAC member must agree to the work *and be compensated* for the additional work.
3. This work cannot be forced upon a member; refusal to do overload work will not result in an unsatisfactory annual review or non-retention.

Workload Complaint

1. Filed when a workload disagreement can't be amicably resolved using the above solutions. CBA article 7.3 details the complaint resolution process.
2. *Must be filed within **five days** of a supervisor's written notice of failure to reach a workload agreement.*
3. Based on 'substantive academic judgment' with the relevant provost making the final decision rather than a neutral third party.

Common Workload Scenarios and Practical Solutions

Scenario 1:

Your workload requirements are

Scenario 2:

New responsibilities are assigned

unreasonable and excessive, assuming a 40 hour work week and a 9-month academic year calendar.

Solution:

a) meet with your supervisor and reach an agreement to remove items from your workload until a reasonable amount of work is assigned, or agree to an overload assignment as described in [CBA](#) article 15.7.3 to compensate you for the additional work you are performing.

b) If (a) fails, contact our Contract Manager, Melanie Arthur, within 5 days of meeting with your supervisor to discuss whether to file a complaint. ([CBA](#) article 7.3.2).

mid-year by supervisors, department or committee chairs, or other groups, despite your signed and completed workload.

Solution:

a) Revise your workload (take items off and add the newly assigned work) to maintain 30 workload units and a 40 hour work week.

b) Agree to an overload assignment with additional pay for the additional work, as described in [CBA](#) article 15.7.3.

c) If (a) and (b) fail, contact our Contract Manager, Melanie Arthur, within 5 days of meeting with your supervisor to discuss whether to file a complaint. ([CBA](#) article 7.3.2)

Contact your UNAC Org VP and the UNAC Contract Manager, Melanie Arthur, to discuss your options and best approaches for resolving workload disagreements. Complaints are worth filing when faculty members and post docs are being overworked, especially without additional compensation.

A complaint may not end with a satisfactory resolution, but it's still worth filing one if a workload situation feels unfair. If nothing else, when provosts have to assess workload complaints, they are forced to contemplate whether their faculty and postdocs are being overworked and whether that might negatively affect employee morale on a broad scale.

FTO Cash-In Deadline - May 3, 2024

Don't miss out! Friday, May 3, 2024, is the last chance to submit a FY24 [Faculty Time Off \(FTO\) Cash-in Request](#) for Faculty whose assignments end on May 11, 2024 . FTO Cash-in requests cannot be requested while a faculty member is off-contract and must be requested no later than May 3, 2024.



Reminders

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."

Last Day of the Academic Year Contract: May 11, 2024

- Update your current workload (with new signatures) if your work duties changed this year
- Finalize and sign your AY25 workload with your chair and supervisor by May 1, 2024
- Take faculty time off (FTO) before the end of the contract if you can
- Cash-out up to five days of FTO before the end of the contract

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/>).

We'll cycle through new "Highlights Corner" submissions on a monthly basis and would love to highlight you. Take five minutes or less to submit your work 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.

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, May 14, 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*

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.*



President - Jill Dumesnil, Ph.D.

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Secretary - Abel Bult-Ito, Ph.D.

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UAF Organizational VP - Douglas 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).

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