



UNAC Connection - February 2025



In this issue:

- Spotlight on our National Affiliates
- BOR Motion on DEI
- FTO Use and Cash-In
- Workload Season
- UAF Org VP Election Update
- CBA Ratification
- Strike Solidarity Corner
- Meeting Notices
- Reminders

Your National Unions are Fighting for YOU

Our national affiliates are the American Association of University Professors (AAUP), American Federation of Teachers (AFT), and American Federation of Labor & Congress of Industrial Organizations (AFL-CIO). Following is an *incomplete list* of how they are *fighting to protect your funding, your academic freedom, and your constitutional rights to free speech* during this time of attacks on higher education in the U.S.

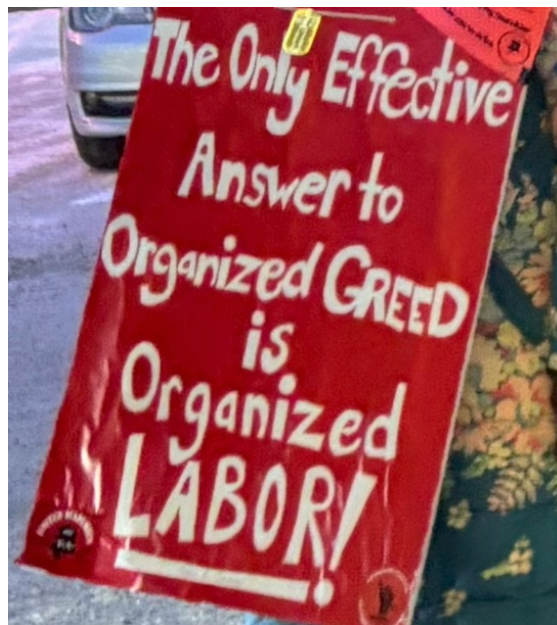
- AAUP is one of several plaintiffs in a court case fighting Executive Orders intended to *freeze federal grants and contracts*. That lawsuit has so far resulted in a [restraining order on termination of grants and contracts](#).
- AAUP is again one of several plaintiffs in a [lawsuit against Executive Orders to cease DEI work](#).
- AFT is a plaintiff in a [new lawsuit](#) against the U.S. Department of Education's 2/14/2025 "[Dear Colleague](#)" letter.
- AFL-CIO and AFT are two of several union plaintiffs in [lawsuit against DOGE](#) to protect privacy of worker data.

Requests from AAUP:

- Report impacts to your grant or contract funding resulting from recent Executive Orders
 - send a short summary of your situation to anisenson@aaup.org, senior counsel for AAUP.
- Fill out this [DOGE impacts on higher ed](#) Google Form if your work has been affected by recent actions or policies of DOGE.
- Fill out and/or share this [survey on impacts of deportation EO](#) if deportations are occurring at your workplace or in your area.

Other Items from our National Affiliates and Sibling UA Unions:

- Review AAUP's [page of resources](#) to help resist political attacks on higher education.
- Add your name and story (if applicable) to this [open letter](#) to Senator Murkowski and Senator Sullivan, in response to threats to federal funding. This letter was begun by UA's graduate student worker union, AGWA/UAW, but all affected UA community members are encouraged to sign.



The UA Board of Regents Motion on DEI

If you have not yet read the motion passed by the Board of Regents on Friday, February 21, 2025, please read the full text of the motion [here](#). Note that Regent Purdue was absent. Regent Selimi, the student regent, voted against this motion. All other regents voted in favor. The motion has caught the attention of reporters and media sites throughout Alaska, as the sampling of news articles below illustrates.

AK News Articles on the Board of Regents' DEI Motion

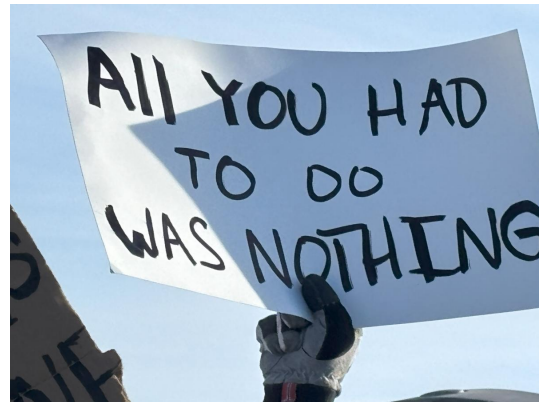
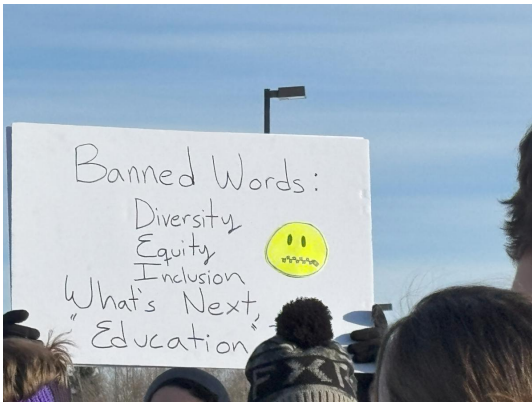
- [ADN Commentary by UA Faculty Alliance Chairs](#): "Opinion: We're chairs of the University of Alaska Faculty Alliance. Here's why the decision to ban DEI language undermines the UA mission."
- [Peninsula Clarion](#): "Where Does This End? University of Alaska to Strip Diversity and Inclusivity Language from Programs, Policies"
- [KDLL Public Radio](#): "Regents direct University of Alaska to Strike Diversity and Inclusion Language"
- [Juneau Empire](#): "University of Alaska Removing DEI References from all

- [KTOO](#): “University of Alaska Removes Affirmative Action and DEI Language to Comply with Trump Executive Orders”
- [Commentary by Abel Bult-Ito in Alaska Beacon](#): “Vote by University of Alaska Board Attempts to Destroy Essential Commitments”
- [Alaska Beacon](#): UA Board of Regents Votes to Scrub DEI Language, Including ‘Diversity’ and ‘Affirmative Action’
- [Alaska Watchman](#): “Univ. of Alaska Faculty & Students Oppose Regents’ Order to Ditch DEI”
- [ANSEP on AK Public Media](#): “‘Alaska Native’ Removed from Alaska Native Science and Engineering Program Website”

UNAC Petition

If you haven't signed yet, please sign our petition, ["Standing up for Diversity, Equity, Inclusion, and Academic Freedom."](#)

We plan to deliver the petition when we have at least 300 signatures or when the rate of signatures slows down. In under 24 hours, the petition has already garnered 246 signatures from our bargaining unit. 500 signatures would be even better!



Above: images from a recent Diversity Dance Party in a parking lot near the Butrovich Building, where UA's system office is housed.

Below: Anchorage action alert! A celebration of diversity at UAA on Tuesday, March 4, 2025, from 12:30-1:30 p.m.

Celebrate your freedom to speak, teach, create, and learn!

UAA CELEBRATES DIVERSITY!



Tuesday, March 4, 2025
12:30-1:30 p.m.



**Outside of the UAA/APU
Consortium Library**
(ON PROVIDENCE DRIVE SIDE)



Use Your Faculty Time Off or Cash-In up to Five Days

To use your **Faculty Time Off (FTO)**, claim it on your timesheet for the appropriate dates.

To **cash in your FTO** in lieu of taking time off, fill out the [FTO Cash-In form](#).

Workloads

Work with your colleagues and department chair to determine your FY26 workload. For those of you not at extended sites, workloads are due to your department chairs by March 1, 2025. Faculty at extended sites should send workloads to your director or supervisor by April 1, 2025. Department chairs should send all workloads for your department to your dean or supervisor by April 1, 2025.

Deans, directors, and other supervisors have a right to make changes to your workload but are required to attempt a meeting with you to discuss the changes.

Please contact your union leadership if you have questions about your workload or the workload process.

UAF Organizational Vice President Update

The nomination period has now closed. We have two candidates for the UAF Org VP position: Art Nash (cooperative extension) and Ingrid Johnson (justice department). UAF members in good standing received an email announcement with details about the candidates on Thursday, February 27, 2025.

The election will begin Monday, March 3, 2025, through Thursday, March 13, 2025, for UAF members in good standing. The election will then be certified by UNAC's election committee and announced no later than Monday, March 17, 2025. Thank you to Ingrid and Art for running in this important election!

Ratification and Constitutional Changes: Election Results

Voting for CBA ratification and adding a new standing committee to our constitution closed at 11:59 pm on Sunday, February 23, 2025. Your UNAC Election Committee certified the results, and Election Runner's fraud detector found zero instances of fraud or attempted fraud. Following is the outcome of the election.

Collective Bargaining Agreement (CBA) Ratification

Our TA'd CBA was ratified by our members-in-good-standing, with 87% of votes in favor of the new CBA and 13% opposed to it. It's important to note that only 42% of eligible voters cast their votes. Thank you to those of you who voted in this important election! The ratified CBA was approved by the BOR on Friday, February 21, 2025, pending ratification by our membership. Next, the CBA will be sent to the Alaska Department of Administration for approval, and then an adjusted budget will be sent by UA management to the Alaska legislature.

Adding Committee on Non Tenure Track Members to our UNAC Constitution

Our newest standing committee was approved, with 92% voting to add the Committee on Non Tenure Track Members to our Constitution's list of standing committees.

**NTT dues paying members received an invite to this committee's next meeting (March 5, 2025; noon-1:00 pm). Contact Committee chair Kimberly Pace or Organizing Manager Kate Quick if you're interested in joining this committee.*

Strike Solidarity Corner

- Thousands of University of California healthcare, research and technical employees *spread over 10 campuses* began a 3-day strike on Wednesday, February 26, 2025 ([more here](#))
- Statewide strike by New York Correctional Officers; NY Governor says strike was a 'wildcat strike' (did not follow legal statutes) but a deal has been reached. ([more here](#))
- Nurses and doctors at 8 Providence Hospital and Clinic sites in Oregon ended a six-week strike with major gains in compensation and improvements to staffing ratios. ([more here](#))

- Nearly 2,000 University of Oregon faculty have pledged to go on strike on March 16 if no reasonable gains are made in negotiations, which have been ongoing for over a year. ([more here](#))
-

Meeting Notices

UNAC General Membership Meetings

Regularly scheduled meetings: every second Tuesday of the month from 5:30-7:00 p.m.

Next General Membership Meeting

Tuesday, March 11, 2025, from 5:30-7:00 p.m. AKST

Next UNAC Representative Assembly Meeting*

Saturday, April 12, 2025, 10:00 a.m. - 2:00 p.m. AKST

UNAC Executive Board Meetings*

First and third Wednesday of each month, 8:30 a.m. - 10:00 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.*

Reminders

UNAC Website

Please visit our United Academics website: unitedacademicsak.org for helpful resources including:

- Executive Board officer contact info & Representative Assembly roster
- A pdf version of our current CBA
- An archive of our monthly newsletters
- E-Board and RA meeting minutes
- Our union by-laws and constitution
- Union member benefits
- And more

Social Media

- Follow us at our new [BlueSky](#) account
- Follow us on [Facebook](#) and [Instagram](#)
- Like and share our posts, and tag us in your own posts

YouTube Channel

Our [YouTube channel](#) (@United Academics_4996_AK) has short member-to-member video messages, videos explaining union rights, training videos for promotion and workloads, and other informational content. Contact us if you have additional training or other video requests.

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:

<https://unitedacademicsak.org/resources/collective-bargaining-agreement-1>



Executive Board Contacts

President - Jill Dumesnil, Ph.D.

jill.dumesnil@unac4996ak.com

Treasurer - Sharon Chamard, Ph.D.

sharon.chamard@unac4996ak.com

Secretary - Abel Bult-Ito, Ph.D.

abel.bult.ito@unac4996ak.com

UAA Organizational VP - Ryan Harrod, Ph.D.

ryan.harrod@unac4996ak.com

UAS Organizational VP - Andrea Dewees, Ph.D.

andrea.dewees@unac4996ak.com

UAF Organizational VP - TDB

membership@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 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).

unitedacademicsak.org



Try email marketing for free today!