



UNAC Connection - November 2024



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YOU Are the Union



It's easy to fall into the "my union rep will take care of things for me" or "my negotiation team will win my next raises" frame of mind. Being part of a bargaining unit protects you from unwarranted discipline and ensures your academic freedom, and in general creates a better worksite than would otherwise exist.

However, the reality is your union rep will have an easier time resolving an issue and your negotiation team will win bigger raises and better contracts if rank-and-file members like you are active, vocal, dues paying, union supporters. Bargaining units are strongest when all members are active and when a union's presence is really *felt* on campus.

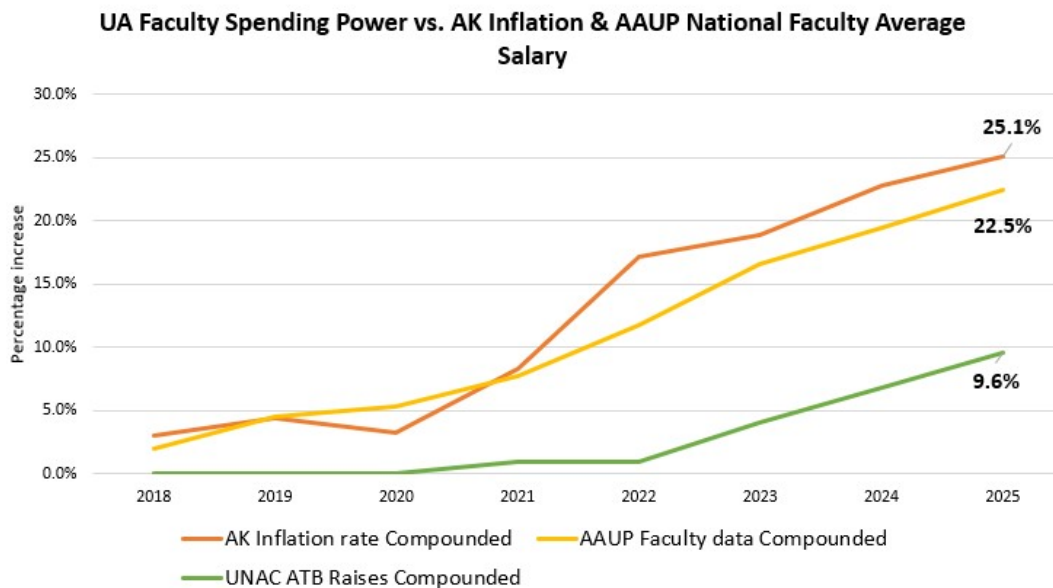
Right now, we are again in the fight over better wages for you and your colleagues. We know our long-serving faculty have lost spending power during the budget cuts (see chart 1), and our wages are below average (see chart 2, 3, 4). We ALSO know that collective action can move mountains.

If you're wondering why we aren't calling for a strike already, it's because we are not to that point yet. Before we get to that point, we need you to go to the 'Actions' section of this newsletter and do the things listed there.

Show that you'd participate in harder actions down the road by participating in these less hard actions right now.

Below:

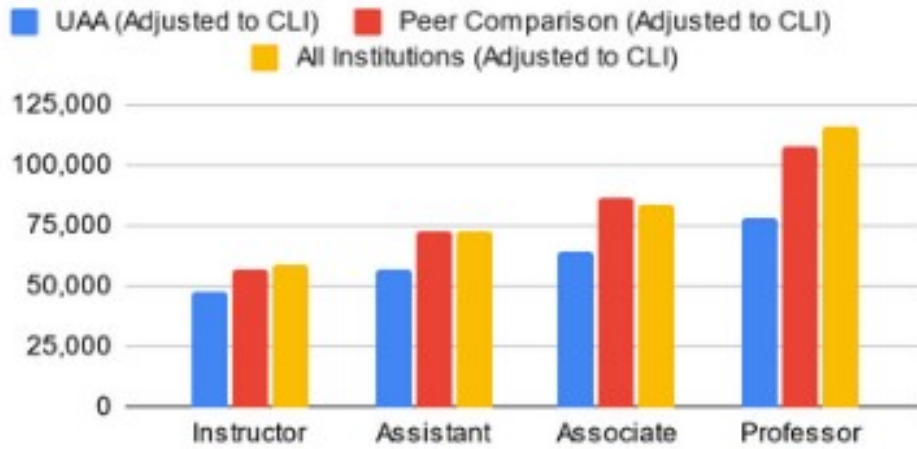
chart 1 (UA Faculty Salaries vs AK Inflation & AAUP's data on average salaries)



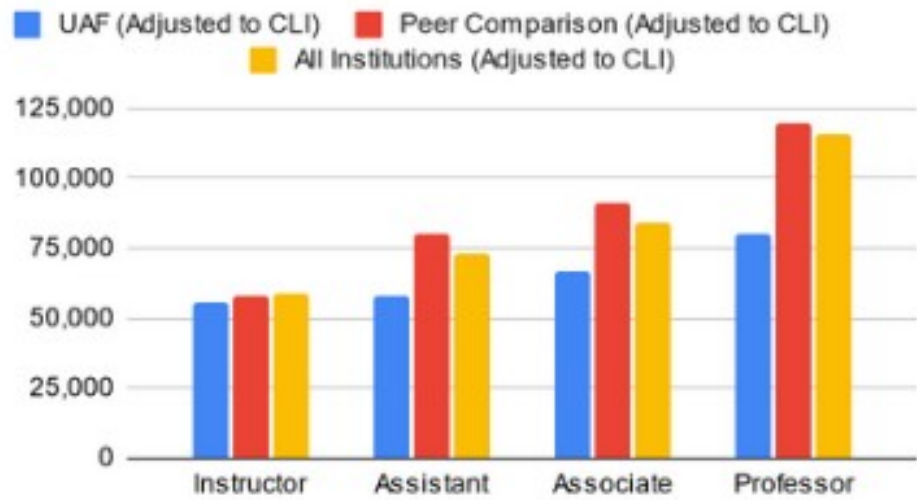
Below:

Charts 2, 3, 4 showing UAA, UAF, UAS salaries adjusted for cost-of-living indicators using a new tool from the Chronicle of Higher Education. UA universities are blue in each graph.

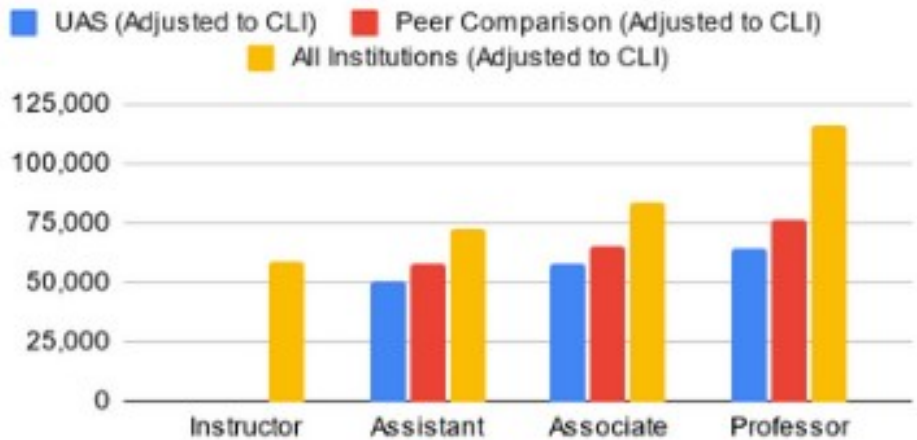
Comparing UAA Salaries to Peers & All US Institutions using Cost of Living Indicators



Comparing UAF Salaries to Peers & All US Institutions using Cost of Living Indicators



Comparing UAS Salaries to Peers & All US Institutions using Cost of Living Indicators

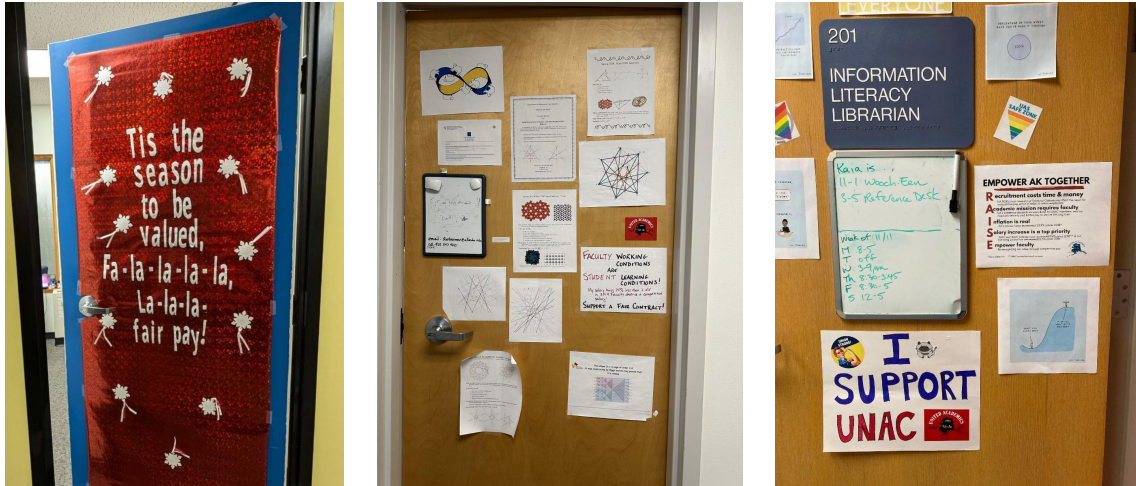


Ongoing Actions

- Participate in our [UNAC Member Testimony](#) campaign for a fair contract by

completing the linked form

- Wear red every Monday
- Use our [Zoom profile pictures](#) and background images for work meetings.
- Share our social media content
 - [Facebook](#)
 - [Instagram](#)
 - [Bluesky](#)
- Hang an “I support UNAC” sign on your office door & send a photo to membership@unac4996ak.com
- Write to our Board of Regents (use these [talking points](#) with email contacts)
- Hang our RAISE fliers (below) on bulletin boards and your office door
- Ask your colleagues to fill out the member testimony form and hang a sign on their office door



EMPOWER AK TOGETHER

Recruitment costs time & money

UA BOR's most recent 3-yr Financial Outlook identified the need for competitive pay at UA in order to retain employees

Academic mission requires faculty

UA's existence depends on work done by UNAC members, and we need job security and better pay to stay at UA long term

Inflation is real

AK's prices have increased 21.9% since 2018*

Salary increase is a top priority

UNAC members' salaries have increased 9.6% since 2018** & our spending power has decreased 12.3% since 2018

Empower faculty

By recognizing our value through competitive pay

*Alaska Urban CPI ** UNAC across-the-board increases



Make Full Use of Faculty Time Off (FTO):

Money For Your Department, Money For You

Did you know that when you take time off using your FTO, money for your pay that day comes from the system office instead of from your department's

budget? When you take FTO as a personal day off, you are helping your department's budget, and you are helping your work life balance. If you can't manage to take any FTO throughout the entire year, please contact your union office to talk about your workload.

Everyone is required to take FTO during the "hard closure" days of December 26, 27, and 30.

In total, you have fifteen days of FTO per academic year, with additional FTO for work beyond nine months per year. After you claim at least five personal days of FTO (i.e. money back to your department), you can cash in up to five days of FTO in lieu of days off. That's money into your pocket! Fill out the [FTO cash-in form](#) and go [here](#) for more information.

We recommend cashing in five days and claiming the other ten as days off. Find the time to take time off! Let's make full use of our FTO this year!



Compensation Flash Poll Results

Our dues paying members are the ones who will vote whether to ratify our contract when it is eventually agreed to by the negotiation teams. As such, we recently checked in to ask whether they would each prefer to accept UA's current offer, start participating in actions but not strike, or be willing to go on strike.

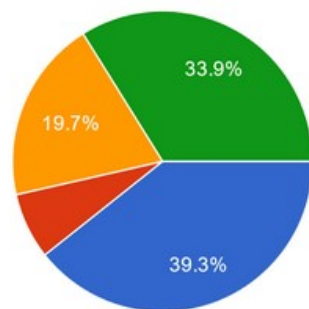
Our response rate was 42% (*much less than we'd need for a successful strike authorization vote*) Following is a sampling of comments and a visual summary of the results:

Comments & Caveats for Choosing the Red and Blue Portion of the Graph:

- only if healthcare expenses don't go up (*unfortunately, premiums are going to go up across the country, including at UA*)
- only because they are afraid and can't afford to go without pay while on strike, but they do need larger raises than the current offer
- they would accept those raises as long as shared governance and academic freedom are protected

Which of the following four options would you prefer?

239 responses



- Accept UA management's proposed salary increases of 2.75% in FY26, 3% in FY27, and 3% in FY28
- Continue or start to personally participate in workplace actions (UAA Spine Walks, BOR Walk-Ins, hanging...
- Vote to authorize your negotiation team to inform you when it is appropriate to...
- Continue to participate in workplace actions AND vote to authorize a strike

Graph Text: Which of the following four options would you prefer? 239 responses

39.3% - accept UA management's proposed salary increases of 2.75% in FY26, 3% in FY27, and 3% in FY28

33.9% - continue to participate in workplace actions and vote to authorize a strike (negotiation team then says when it is appropriate to strike, and members stop work at that time)

19.7% - vote to authorize a strike

7.1% - begin or continue to participate in workplace actions not including strike

Strike Solidarity Corner

- 37,000 University of California service and patient care workers are on a two day strike over low pay and dangerous staffing shortages, demanding UC prioritize patient care. (details [here](#))
- 4,000 University of California, San Francisco workers in health-related fields (physicians' assistants, mental health clinicians, pharmacists, case managers, rehab specialists, optometrists, clinical lab scientists, research associates, IT workers, and more went on strike to force UC to prioritize patient care (details [here](#))
- Graduate student workers at Oregon State University are on strike for better wages and longer contracts (details [here](#))
- Charlotte, N.C. airport workers on strike for a living wage. (details [here](#))
- Public school teachers in three Massachusetts school districts are on strike for a living wage, smaller class sizes, and 12 weeks of paid parental leave (details [here](#))
- Greece 24-hour nationwide general strike called by public and private sector labor unions to call for a collective increase to wages that were scaled back during Greece's recent financial crisis (details [here](#))

Reminders

UNAC Website

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

- Up-to-date bargaining information
- 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

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>

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.

Check out our most recent short video compilation, taken from an hour-long interview on Deb Mole's radio show, Infomania, broadcast on UAA's student radio station. Deb Mole is a UAA librarian and active UNAC member; she interviewed UAF assistant professor of Justice, Jerry Babcock, who is the UAF rep and NTT rep on your negotiation team.



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, December 10, 2024, 5:30-7:00 p.m. AKST

Next UNAC Representative Assembly Meeting*

Saturday, February 15, 2024, 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.*



Executive Board Contacts

President - Jill Dumesnil, Ph.D.

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Treasurer - Sharon Chamard, Ph.D.

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Secretary - Abel Bult-Ito, Ph.D.

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UAA Organizational VP - Ryan Harrod, Ph.D.

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UAS Organizational VP - Andrea Dewees, 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).

unitedacademicsak.org

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