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Statewide Strategy, Planning & Budget
PO BOX 755260
Fairbanks, AK 99775-5260

December 22, 2017

Ms. Pat Pitney, Director
Office of Management and Budget
P.O. Box 110020
Juneau, AK 99811

Re: FY2018 Supplemental Request

Dear Ms. Pitney:

The University of Alaska (UA) is requesting an FY2018 supplemental necessary to implement the monetary terms of agreements reached with United Academics, AAUP/AFT (UNAC) and Fairbanks Firefighters Union, IAFF 1324 (FFU) post passage of the FY2018 operating budget.

Please include UNAC and affirm FFU in a "SALARY AND BENEFIT ADJUSTMENTS" section (see below). No additional appropriation is required to implement the monetary terms of these agreements.

FY2018 Operating Budget bill (CCS HB57; SSSLA 2017 Chap 1, Sec 42)

* Sec. 42. SALARY AND BENEFIT ADJUSTMENTS.

(b) The operating budget appropriations made to the University of Alaska in sec. 1 of this Act include amounts for salary and benefit adjustments for the fiscal year ending June 30, 2018, for university employees who are not members of a collective bargaining unit and to implement the terms for the fiscal year ending June 30, 2018, of the following collective bargaining agreements:

- (1) University of Alaska Federation of Teachers (UAFT);
- (2) Alaska Higher Education Crafts and Trades Employees, Local 6070;
- (3) Fairbanks Firefighters Union, IAFF Local 1324;
- (4) United Academic - Adjuncts - American Association of University Professors, American Federation of Teachers;
- (5) United Academics, AAUP/AFT (UNAC).

Please let me know if you have any questions or need additional information.

Sincerely,

Michelle Rizk



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Many Traditions One Alaska

August 3, 2017

Via email to sheldon.fisher@alaska.gov

Sheldon Fisher, Commissioner
Department of Administration
PO Box 110200
Juneau, AK 99811-0200

RE: Collective Bargaining Agreement between the University of Alaska and
Fairbanks Fire Fighters Union, Local 1324, AFL-CIO

Dear Commissioner Fisher,

The University of Alaska recently reached Tentative Agreement (TA) with the Fairbanks Fire Fighters Union, Local 1324, AFL-CIO. A copy of the TA, and a summary of those changes is enclosed for your review. We believe this Tentative Agreements meets the needs of both the University of Alaska and the State of Alaska. It is responsive to the fiscal constraints of the state budget, while allowing improvements to the working conditions of our employees, and ensure competitive recruitment for our protective services bargaining unit. We have been working with the Office of Management and Budget to ensure the monetary terms of this TA are submitted to the Alaska Legislature.

We recommend and ask the Department of Administration approve this TA in accordance with AS 23.40.212(b) so it may be advanced to the University of Alaska Board of Regents for ratification, and the Legislature for funding through legislative appropriation.

Please feel free to contact me if you have any questions or concerns,

Geoffrey Bacon
Labor Relations Director

Enclosures

Cc: Kate Sheehan, Director of Personnel and Labor Relations, State of Alaska (email)
Emily Wright, Labor Relations Manager, State of Alaska (email)
Pat Pitney, Director of the Office of Management and Budget (email)
University File

Article	Change Summary
Article 1 – Agreement	Term of Agreement – October 1, 2017 – June 30, 2020 Moved Article 2 to Article 1
Article 4 – Resolution of Disputes	Encourage informal resolution of disputes and provide more efficient grievance process
Article 6 – Work Schedules and Working Conditions	Modified Callback procedures to align with current practice
Article 7 – Holidays and Leaves	Formalize flat accrual rates for annual and sick leaves to provide administratively efficient method of computing benefit Align cash in program, and leave accrual cap to non-represented staff
Article 10 – Union Relations	Modified union business leave transfer process for more efficient administration
Article 12 – Physical Examination and Fitness for Duty	Housekeeping change to reflect current practice
Article 14 – Wages	Increased salary minimums to ensure successful recruitment Administratively adjustment to salaries to provide more efficient pay administration Established certification incentives for important technical skills Established education incentives to foster continuing education and ensure successful recruitment Me-too clause tied to non-represented staff
Article 15 – Health and Safety	Agreed to allow seniority based assignment preference absent management business reason Incorporate industry best practices for on-scene rehabilitation

All other articles maintained current contract language.



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July 27, 2017

Via email to sheldon.fisher@alaska.gov

Sheldon Fisher, Commissioner
Department of Administration
PO Box 110200
Juneau, AK 99811-0200

RE: University of Alaska – United Academics, AAUP/APEA

Dear Commissioner Fisher,

The University of Alaska recently reached Tentative Agreement (TA) with the United Academics, AAUP/APEA. A copy of the TA, and a summary of those changes is enclosed for your review. We believe this Tentative Agreements meets the needs of both the University of Alaska and the State of Alaska. It is responsive to the fiscal constraints of the state budget, while allowing improvements to the working conditions of our employees. We will work with the Office of Management and Budget to ensure the monetary terms of this TA are submitted to the Alaska Legislature.

We recommend and ask the Department of Administration approve this TA in accordance with AS 23.40.212(b) so it may be advanced to the University of Alaska Board of Regents for ratification, and the Legislature for funding through legislative appropriation.

Please feel free to contact me if you have any questions or concerns,

A handwritten signature in cursive script that reads "Geoffrey Bacon".

Geoffrey Bacon
Labor Relations Director

Enclosures

Cc: Kate Sheehan, Director of Personnel and Labor Relations, State of Alaska (email)
Emily Wright, Labor Relations Manager, State of Alaska (email)
Pat Pitney, Director of the Office of Management and Budget (email)
University File

Article	Change Summary
Article 1 – Agreement and Duration	3 year agreement – 1/1/17 to 12/31/19
Article 4 – Membership, Dues Deduction, and Agency Fee	Updated expiration date for ending dues deductions
Article 5 – United Academics Representatives and Privileges, Release Time and Faculty Development	Union will rent and pay for additional office space Information request will be provided in an accessible format
Article 7 – Resolution of Disputes	Created additional appeal step in complaint process
Article 9 – Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination	Established common promotion and tenure review process for all universities Allowed all non-tenure track faculty at rank the ability to promote
Article 10 – Reduction in Force Due to Discontinuance or Reduction of Program, or Financial Exigency	Created separate notification period for non-tenure track faculty The university will consult with faculty when developing teach out plans. Order of continued employment will follow current reduction in program order
Article 11 – Disciplinary Action	Clarified discipline process
Article 12 – Personnel Files	Academic and personnel files no longer need to be physically located in specific location
Article 13 – Workload	Modification of workload assignment process and timeline
Article 15 - Compensation	Increase in salary minimums Increase lump sum payment for department chair from \$6000 to \$6500 Allocate \$300k each year for faculty development Allocate \$1 million over 3 years for faculty initiatives
Article 16 – Personnel Benefits	Allow bargaining unit members to cash out faculty time off (up to 5 days)
Article 17 – Working Conditions	No substantive changes
Article 22 – Duration and Negotiation Procedure	Merged with Article 1

All other articles contained no language changes from the 2014-2016 CBA.