

University of Alaska Statewide Office of Labor & Employee Relations

The University of Alaska Statewide (UA SW) department of Labor & Employee Relations (LER) is comprised of five employees. They are:

- (1) An Executive Director who reports to the President of UA , and
- (2) Two Labor Coordinators who report to the Executive Director, and
- (3) An Administrative Assistant, and
- (4) A Student Employee.

LER is responsible for; (1) negotiating labor contracts, (2) administering the labor contracts {i.e., interpretation and consultation}, (3) administering grievances and arbitrations, and (4) handling matters of compliant and misbehavior by non-represented employees.

Labor contract negotiations are the responsibility the LER Executive Director. Either the Executive Director or a Labor Coordinator will serve as chief spokesperson for a UA negotiating team. In addition to the chief spokesperson the UA negotiating team will typically have a representative from each of the three universities and a note taker (i.e., scribe).

Regardless of who is assigned as chief spokesperson, the LER Executive Director determines the priorities from a UA perspective for a particular negotiation. For example, the Executive Director researches issues, consults with the President of UA, consults with the respective chancellors, consults with the Board of Regents, and consults with subject matter experts before and during labor contract negotiations. Then, depending on familiarity with the issues and significance of the negotiation, the Executive Director will assign one of the Labor Coordinators as chief spokesperson, or the Executive Director may elect to act as chief spokesperson.

The Executive Director performs economic analysis of various contract proposals as well as the overall financial impact of a particular contract negotiation. When the parties have reached tentative agreement on all outstanding issues pertaining to a particular labor contract negotiation the Executive Director will report that development to the President of UA and the Board of Regents.