Use your voice. Make your choice.

Vote in the union election!

Results from 1998 election:

Classified Employees Organizing Campaign
Election Results

<table>
<thead>
<tr>
<th>Did Not Vote</th>
<th>Voted Yes</th>
<th>Voted No</th>
</tr>
</thead>
<tbody>
<tr>
<td>33%</td>
<td>25%</td>
<td>41%</td>
</tr>
</tbody>
</table>

Rejected Ballots: 1%

Election Results
262 Voted Yes
438 Voted No
13 Rejected Ballots
344 Did Not Vote
1,057 Total

It's your future–your vote.

Unionization affects many aspects of your work life, from your salary and benefits to your relationship with management. Union dues and fees come out of your pocket. It is not a decision to leave for others. In the last election, 33 percent of those eligible to vote did not. Don’t leave your future up to chance. Ask questions, find the facts and be sure to vote.

For more information visit www.alaska.edu/labor or contact Labor Relations at 450-8230.

Dues for UA Employees if Represented by ASEA

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Biweekly Salary</th>
<th>Biweekly Dues</th>
<th>Annual Dues</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 20,000.00</td>
<td>$ 769.23</td>
<td>$ 12.31</td>
<td>$ 320.06</td>
</tr>
<tr>
<td>$ 30,000.00</td>
<td>$ 1,153.85</td>
<td>$ 16.35</td>
<td>$ 425.10</td>
</tr>
<tr>
<td>$ 40,000.00</td>
<td>$ 1,538.46</td>
<td>$ 20.39</td>
<td>$ 530.14</td>
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<tr>
<td>$ 50,000.00</td>
<td>$ 1,923.08</td>
<td>$ 24.62</td>
<td>$ 640.12</td>
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<tr>
<td>$ 60,000.00</td>
<td>$ 2,307.69</td>
<td>$ 28.85</td>
<td>$ 750.10</td>
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<tr>
<td>$ 70,000.00</td>
<td>$ 2,692.31</td>
<td>$ 33.27</td>
<td>$ 865.02</td>
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<tr>
<td>$ 80,000.00</td>
<td>$ 3,076.92</td>
<td>$ 37.70</td>
<td>$ 980.20</td>
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<tr>
<td>$ 90,000.00</td>
<td>$ 3,461.54</td>
<td>$ 42.31</td>
<td>$ 1,100.06</td>
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<tr>
<td>$ 100,000.00</td>
<td>$ 3,846.15</td>
<td>$ 46.93</td>
<td>$ 1,220.18</td>
</tr>
</tbody>
</table>

University of Alaska
Labor and Employee Relations
P.O. Box 75540
Fairbanks, AK 99775

A Union is Decided
By Those Who Vote
www.alaska.edu/labor
Q: If the union wins the election, can I opt out or is union membership mandatory?
A: You will be a represented employee if you’re in the proposed bargaining unit and the union wins the election. You may “opt out,” but you still must pay agency fees, which are the same as union dues. With an opt-out you may not vote for union officers or ratify subsequent collective bargaining agreements. The union establishes membership dues and agency fees.

Q: What if there is a strike and I need to work?
A: Unions expect their members to join a strike. Unions can legally fine bargaining unit members who return to work or cross a strike picket line.

Q: Is there a way to get rid of a union if workers become dissatisfied with it?
A: Union decertification requires unit employees to petition the Alaska Labor Relations Agency (ALRA) for a decertification election. This requires at least 30 percent of unit employees to sign cards calling for a decertification election. By law, a decertification petition can only be filed with ALRA between 150- and 90-calendar days prior to collective bargaining agreement (CBA) expiration. As most CBAs cover three years, the timeframe for decertification is limited.

Q: Is there a contract between the union and employees that will protect my interests if I become union represented? For example, if ASEA tells me that its dues and fees are a certain amount during the union organizing campaign, do I have a way of making sure these charges do not increase in the future?
A: No. There is no contract between the union and bargaining unit members. A union’s promises are not legally enforceable. As for fees, a union establishes its dues and agency fees, according to its own procedures, constitution and bylaws. Employee costs could change over time.

Q: Can the union spend dues money on political issues that I, or a majority of people in the bargaining unit, might oppose?
A: Yes. A union may use revenue from dues for political campaigns, candidates and other political activities without approval or input of members, according to its constitution and bylaws.

Q: If the union wins the election, can I opt out or is union membership mandatory?
A: No. A majority of employees who vote choose the union, the union becomes the sole bargaining representative with authority to negotiate with UA on employees’ wages, hours, and conditions of employment. This is the case for employees who voted against the union as well as those who voted in favor. Unionized employees may not negotiate individually for merit or retention increases.

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Q: What would happen to existing staff governance groups if a union is approved?
A: University Regulation 03.01 covers staff governance, which was designed to provide an opportunity for communication, input and involvement specifically to those employees who are “not represented by a collective bargaining agent” (see http://www.alaska.edu/bor/policy-regulation, UR03.01.3.2). UA would have to change current regulation for unionized staff to participate in governance. Furthermore, staff governance meetings could not include the topics of wages, benefits and other terms and conditions of employment subject to collective bargaining.

Q: My friend and I work at the university. She is a union member, and I am not. She is retiring, and I want to use her retirement benefits. Can I, a non-union employee, receive the same healthcare and pharmacy benefits? Healthcare costs will continue to rise, whether or not UA staff vote to unionize. It’s true employee health costs are higher this year and some benefit plan changes occurred to help keep costs down. The university consulted with the Joint Health Care Committee and the Staff Health Care Committee; both groups reviewed and endorsed plan changes.

Q: How does my total compensation, including retirement and health benefits, the employee/dependent tuition waiver and other benefits, compare to similar employee groups?
A: The university is working hard to address issues raised in the above question. These aren’t matters resolved by unionization but rather are addressed by a workplace culture that supports professional development, training for both supervisors and staff, and rewarding and promoting employees based on performance and ability.

With the help of staff governance, UA is reviewing a draft version of a standardized, system-wide performance evaluation tool. A new evaluation tool and process will help ensure regular performance evaluations of all university employees, including supervisors. Annual evaluations will play an important role in fairly assessed salary adjustments, positive communications, goal-setting and fostering an overall positive work environment.

Q: What is the current grievance process available to non-union staff? What would the process be under union representation?
A: UA recognizes that a dispute and grievance resolution process is an important mechanism in identifying and resolving problems. Many problems can be worked out directly, or with the intervention of Human Resources. If not, there are procedures for dispute and grievance resolution defined and explained in Regents’ Policy and University Regulation 04.08. The process begins with informal dispute resolution. Mediation services also are available. If informal resolution isn’t possible, the process can continue with involvement of higher-level supervisors, including the chancellor and president, in a formal grievance process.

If UA staff vote for union representation, the grievance process will be governed by provisions negotiated by UA and the union. The union would represent the employee in any proceedings.

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