

Agenda
Board of Regents
Emergency Meeting of the Full Board
Monday, January 31, 2011; 1:30 p.m. – 2:00 p.m.
AUDIOCONFERENCE

I. Call to Order

II. Adoption of Agenda

MOTION

"The Board of Regents adopts the agenda as presented.

I. Call to Order

II. Adoption of Agenda

III. Executive Session regarding Collective Bargaining

IV. Acceptance of Bargaining Unit Agreement between the University of Alaska and the United Academic—Adjuncts AAUP-AFT/AFL-CIO (UNAD)

V. Adjourn

This motion is effective January 31, 2011."

III. Executive Session regarding Collective Bargaining

MOTION

"The Board of Regents goes into executive session at _____ Alaska Time in accordance with the provisions of AS 44.62.310 to discuss matters the immediate knowledge of which would have an adverse effect on the finances of the university related to collective bargaining. The session will include members of the Board of Regents, President Gamble, General Counsel Brunner, Chief Human Resources Officer Behner, and such other university staff members as the president may designate and will last approximately _____. This motion is effective January 31, 2011."

(To be announced at conclusion of executive session)

The Board of Regents concluded an executive session at _____ Alaska Time in accordance with AS 44.62.310 discussing matters the immediate knowledge of which would have an adverse effect on the finances of the university. The session included members of the Board of Regents, President Gamble, General Counsel Brunner, Chief Human Resources Officer Behner and other university staff members designated by the president and lasted approximately _____.

IV. Acceptance of Bargaining Unit Agreement between the University of Alaska and the United Academic—Adjuncts AAUP-AFT/AFL-CIO (UNAD)

The President recommends that:

MOTION

"The Board of Regents accepts the collective bargaining agreement between the University of Alaska and United Academic—Adjuncts AAUP-AFT/AFL-CIO (UNAD) for the term of January 1, 2011 through December 31, 2013. This motion is effective January 31, 2011."

POLICY/STATUTORY CITATION

Board of Regents' Policy 04.11.020 – Exclusions and Agreements, states:

No collective bargaining agreement shall be binding upon the Board of Regents without prior approval of the entire agreement by the Board of Regents.

Alaska Statute 14.40.170(a)(2) provides:

The Board of Regents shall . . . fix the compensation of the president of the university, all heads of departments, professors, teachers, instructors, and other officers; . . .

Alaska Statute 14.40.170(b)(1) provides:

The Board of Regents may . . . adopt reasonable rules, orders, and plans with reasonable penalties for the good government of the university and for the regulation of the Board of Regents.

The Alaska Supreme Court has stated:

Through legislative enactments, the University enjoys a considerable degree of statutory independence. Not only does the board of regents have the constitutional authority to appoint the president of the University, formulate policy and act as the governing body of the institution, but the legislature has specifically empowered it to fix the president's compensation and the compensation of all teachers, professors, instructors and other officers . . .

RECOMMENDATION

Pursuant to this policy and legal authority, the university administration has tentatively agreed upon a contract with the United Academic-Adjuncts union. The members of the union ratified this contract on January 14, 2011. Chief Human Resources Officer Beth Behner will summarize the 3-year agreement. An executive summary of the contract is included with this agenda.

Pursuant to AS 23.40.215, the monetary terms of this collective bargaining agreement are subject to initial approval/disapproval and annual funding by the Alaska Legislature.

V. Adjourn

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Tentative Agreement

University of Alaska and United Academic – Adjuncts AAUP-AFT

EXECUTIVE SUMMARY

United Academic – Adjuncts AAUP-AFT (UNAD) represents 904 part-time non-benefited faculty members, employed throughout the University of Alaska system. The contract between UA and UNAD expired December 31, 2010.

The University and UNAD reached a tentative 3-year agreement on December 15, 2010. The agreement will be in effect from January 1, 2011 through December 31, 2013. Language favorable to management was preserved in the tentative agreement. Union members ratified the tentative agreement on January 14, 2011.

Material economic terms include:

- An annual increase to the minimum ranges of 1.5% for the first year, 1.7% for the second year and 1.7% for the third year.
- Merit pay consisting of a \$15,000 pool for the first year, a \$16,500 pool for the second year, and a \$20,000 pool for the third year. All amounts are totals for the UA System.
- Compensation for paper graders was increased from \$10.00 to \$10.25 per graded assignment.

Economic Highlights:

Currently, 77% of the courses assigned to represented adjuncts are taught by adjuncts at the minimum salary levels. Only those at the minimum ranges are eligible for the percentage increases. Adjuncts who currently are employed at salaries above the minimums would be ineligible for the percentage increases, but would be eligible for consideration for merit pay. Merit pay awards are one-time bonuses determined by management and the selection of recipients and the amount may not be grieved. The merit pools will be allocated to the MAUs based on the numbers of adjuncts employed.

Minimum range levels used to compute compensation are based upon the number of semesters the adjunct has taught. Payment is on a per credit hour basis.

The expired collective bargaining agreement contains minimum rates that are in effect through the end of June 2011:

<u>Number of Semesters Taught at UA</u>	<u>Minimum Rate per credit hour</u>
0-5	\$1,097.37
6-11	\$1,188.90
12 +	\$1,280.88

Under the terms of the tentative agreement, the minimum ranges would change as follows:

Beginning the first full payroll period of July 2011, the amounts would increase by 1.5%:

<u>Number of Semesters Taught at UA</u>	<u>Minimum Rate per credit hour</u>
0-5	\$1,113.83
6-11	\$1,206.73
12 +	\$1,300.09

Beginning the first full payroll period of July 2012, the amounts would increase by 1.7%:

<u>Number of Semesters Taught at UA</u>	<u>Minimum Rate per credit hour</u>
0-5	\$1,132.77
6-11	\$1,227.25
12 +	\$1,322.19

Beginning the first full payroll period of July 2013, the amounts would increase by 1.7%:

<u>Number of Semesters Taught at UA</u>	<u>Minimum Rate per credit hour</u>
0-5	\$1,152.02
6-11	\$1,248.11
12 +	\$1,344.67

Under the terms of the tentative agreement, a defined amount is established each year of the contract to be distributed as merit pay. A portion of the annual merit amount will be allocated to each MAU annually based upon the number of represented adjuncts currently employed at each MAU.

By the end of the 2011 – 2012 academic year, a total of \$15,000 in merit pay is to be awarded according to the following allocations:

UAF: \$4,825.65
UAA: \$8,588.30
UAS: \$1,586.05

By the end of the 2012-2013 academic year, a total of \$16,500 in merit pay is to be awarded, according to the following allocations:

UAF: \$5,308.21
UAA: \$9,447.13
UAS: \$1,744.66

By the end of the 2013-2014 academic year, a total of \$20,000 in merit pay is to be awarded, according to the following allocations:

UAF: \$6,434.20
UAA: \$11,451.07
UAS: \$2,114.74

Currently, the University employs 40 paper graders represented by UNAD. They are all paid at \$10.30 per graded assignment. This is slightly above the negotiated rate in the expired contract, so the amount of \$10.25 per graded assignment established in the tentative agreement does not represent a cost increase.

The University administration recommends the approval of the agreement by the Board of Regents.