



Tentative Agreement
University of Alaska and United Academics AAUP-AFT

EXECUTIVE SUMMARY

United Academics AAUP-AFT (UNAC) represents 969 faculty, counselors, librarians, cooperative extension agents and post-doctoral fellows employed primarily at the main campuses. The previous contract between the University and UNAC expired December 31, 2010.

The University and UNAC reached a tentative 3-year agreement on February 3, 2011. The Union ratified the tentative agreement on April 16, 2011. The University administration recommends approval of the agreement by the Board of Regents.

University Interests and Governing Principles:

The following principles and goals guided UA's approach to bargaining with UNAC:

- Control personnel costs, particularly through more moderate compensation package than the previous agreement.
- Preserve the advances made in the previous agreement in faculty salary competitiveness and equity.
- Lay the foundation for a compensation system that rewards meritorious performance.
- Control rising health care costs.

The January 1, 2011 – December 31, 2013 agreement represents the following changes:

Material economic terms

	FY 12	FY 13	FY14
Across the Board Increase	2.5%	2.5%	2.5%
Market Pool		Up to 0.5%	Up to 0.4%
Merit Pool			Up to \$200,000
UA Healthcare contributions	83%	83%	82%

- A reduction of the University's contribution to net health care costs from the current 83% to 82% in FY14.

- An annual across-the-board increase to eligible faculty members of 2.5% for each year of the contract.
- A unit-wide market adjustment pool equivalent of up to 0.5% of the UNAC base salary pool in FY 13 and 0.4% in FY14. The union also agreed to reconsider how market distributions are made and work with the university to select market comparator data appropriate to each MAU.
- A merit bonus pool of \$200,000 for FY14. This is the first time the parties have agreed to a funded merit pool as part of the overall compensation package.
- The education benefit (“tuition waiver”) has been modified. Unit members, their dependents and spouses will now wait 6 months after their initial hire to access the education benefit unless otherwise specified in their initial appointment letter. Additionally, the university is now able to recover the full cost of tuition waivers for courses in which a failing grade is received. UA will propose consistent language in University Regulation and other CBAs.
- The provision bargained in previous contracts and preserved in this agreement will continue to allow the University to determine health plan design changes after formal recommendations are received from the Joint Health Care Committee.

Significant non-economic terms

- Negotiated changes in faculty evaluation language that are beneficial to the University;
- Clarified and strengthened the intellectual property article in the contract;
- Sick leave provisions of the contract were brought into line with University Policy and federal and state law, and
- Post-Doctoral Fellows (research employees) will be excluded from the unit for 2 years rather than for the first year only.