



Tentative Agreement
University of Alaska and University of Alaska Federation of Teachers

EXECUTIVE SUMMARY

University of Alaska Federation of Teachers (UAFT) represents 370 faculty, librarians and counselors of a community college established by the BOR; faculty, academic counselors and librarians whose principal assignment is at an extended site of the University of Alaska; faculty whose principal assignment is vocational-technical instruction; and faculty who are employed to teach exclusively at the lower division level with a single part service component. The previous contract between the University and UAFT expired December 31, 2010.

The University and UAFT reached a tentative 3-year agreement on April 19, 2011. The Union ratified the tentative agreement on May 2, 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 UAFT:

- Control personnel costs, particularly through more moderate compensation package than the previous agreement.
- Lay the foundation for a compensation system that better defines market considerations while using appropriate comparator salary data and based upon discipline and rank.
- 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 \$67,000
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.
- For FY12 and FY13, distribution of a pool equivalent to 2.5% of base payroll in each year, using a flat dollar amount for each full time faculty member and a prorated amount for faculty members who are less than full time.
- For FY14, a 2.5% ATB increase applied to each faculty member's salary.
- A unit-wide market adjustment pool equivalent of up to 0.5% of the UAFT base salary pool in FY 13 and up to 0.4% in FY14. The distribution of any residual market funds shall occur by agreement of the parties. Residual market funds may be used for purposes such as compression, equity, faculty development and/or for assistance and support for e-learning. The union also agreed to consider how market distributions are made and work with the university to select comparator market data that is appropriate to each faculty member based upon discipline/workload.
- A merit bonus pool of \$67,000 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. New unit members, their dependents and spouses will now wait 6 months after 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 has achieved consistent language in other CBAs and similar changes are under consideration for University Regulation.
- An increase in the salary and benefit amounts paid by the Union to reimburse UA for those Faculty Members who are released from their teaching assignments to perform work or services for the union.
- 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

- Sick leave provisions of the contract were brought into line with University Policy and federal and state law.
- Grievance procedures contained in contract language were brought in line with the practices of the parties.