

**UA STAFF ALLIANCE RESOLUTION 2026-01**

**SUPPORT FOR UAA STAFF COUNCIL RESOLUTIONS REGARDING BEREAVEMENT LEAVE, LAYOFF EQUITY, AND TERM-FUNDED EMPLOYEE PROTECTIONS**

**WHEREAS**, the University of Alaska (UA) values excellence in programs and services and accountability to its students, faculty, and staff; and

**WHEREAS**, the UAA Staff Council has identified specific areas within University Regulations where current policies negatively impact employee morale, equity, and job security; and

**WHEREAS**, regarding **Bereavement Leave**, the current University Regulation R04.06.130 restricts the use of sick leave for funerals to immediate family members, even though grieving the loss of a friend or relative outside the immediate family can significantly impact employee work performance; and

**WHEREAS**, regarding **Layoff Equity**, there exists a disparity in Regulation R04.07.110 where nonexempt employees are currently provided only one-third of the layoff notice period (four weeks) compared to exempt employees (three months), even when job duties and families are similar; and

**WHEREAS**, regarding **Term-Funded Employees**, current Regulation R04.01.050 allows for the non-extension of contracts with minimal notice, sometimes used to bypass "for-cause" termination processes, which creates potential liability regarding due process and the implied promise of good faith;

**THEREFORE BE IT RESOLVED**, that the UA Staff Alliance fully endorses the following three resolutions submitted by the UAA Staff Council:

1. **Resolution #01082026-01 (Bereavement Leave)**: Calling for an amendment to Regulation R04.06.130 to allow the use of up to one workday of sick leave to arrange or attend the funeral of a friend or relative not in the immediate family.
2. **Resolution #01082026-02 (Layoff Equity)**: Calling for an amendment to Regulation R04.07.110 to equalize the notice period for Nonexempt and Exempt Nonfaculty employees to three calendar months.
3. **Resolution #01082026-03 (Protections for Term-Funded Employees)**: Calling for an amendment to Regulation R04.01.050 to require at least three months' notice prior to non-renewal of a contract, and to establish re-employment rights for three years following termination for reasons other than cause.

**BE IT FURTHER RESOLVED**, that the UA Staff Alliance respectfully requests the University President to review and adopt these changes to ensure equitable treatment, minimize legal risk, and support the well-being of the diverse University of Alaska workforce.

**DATED** February 19, 2026

**Signed,**

*Austin W Cranford*

Chair, UA Staff Alliance