

## Difference in Pre-Mediation Bargaining Proposals as Estimated by UA

The table below depicts the University of Alaska's estimate of the monetary terms of its BAFO as compared to UNAC's Proposal Pre-Mediation. The mediation process was confidential and, as a condition of FMCS mediation, the parties have both agreed not to share information presented by either party during the mediation process.

	University of Alaska BAFO	UNAC Proposal Pre-Mediation
Across the Board Increases to Base Salaries	FY 23 3.0% FY 24 2.5% FY 25 2.0%	FY 23 5.0% FY 24 3.0% + CPI up to 7% FY 25 3.0% + CPI up to 6%
Lump Sum to Base Increases	none	\$1,000 increase to base salaries each year
"Equity" increases to Base Salaries	none	\$1,000,000 increase to base salaries
Increases to Base Salary Minimums	3% increase to base salaries	16% increase to base salaries
Completion of UA Market Compensation Project	none	Up to \$3 million to salaries
Market Increases to Base Salaries for AK cost of living	none	15% increase to base salaries over two years (up to \$9 million total)
Pension Wage Base Increase	\$10,000 increase beginning 2023	\$60,900 increase over three years (to 50%/60%/70% of Social Security Wage Base)
Faculty Development Funds/Merit Bonuses	\$3.5 million	\$3.5 million
<b>Estimated Total Impact Over 3 Years including Staff Benefits</b>	<b>\$15 million over three years</b>	<b>\$79 million over three years</b>

\*All monetary terms are subject to funding through legislative appropriation pursuant to AS 23.40.215.