

Memorandum of Agreement (MOA)
Between the
University of Alaska and
Alaska Higher Education Crafts And Trades Employees Local 6070 APEA/AFT (AFL-CIO)

Re: One Year Collective Bargaining Agreement Extension

Whereas, the University of Alaska (hereafter “University”) and Alaska Higher Education Crafts And Trades Employees Local 6070 APEA/AFT (AFL-CIO) (hereafter “Local 6070” and/or “Union”) are bound by a Collective Bargaining Agreement dated July 01, 2020 through June 30, 2022 (Agreement); and

Whereas, the parties have had a full opportunity to consider alternatives including full negotiations for a successor collective bargaining agreement; and

Whereas, the parties believe that collaborative efforts to address budgetary and other impacts will prove more beneficial than extended negotiations regarding adjustments to terms of the Agreement;

Now therefore, in consideration of the foregoing recitals, which are an integral part of this MOA, and the mutual promises contained below, the parties agree as follows:

- 1) All prior requests for negotiations by either party are void.
- 2) Subject to the terms of this MOA, the Agreement is hereby renewed for one calendar year from July 01, 2022 through June 30, 2023.
- 3) The parties shall commence negotiations for a successor agreement no later than October 31, 2022.
- 4) The following provisions which contain dates or which otherwise end by their terms are modified as follows:
 - a. Article 9.2.A. – Wage Grade Schedule – the grid in effect as of July 1, 2022, will increase 2%. The grid adjustment will take effect the first full pay period after July 1, 2022 for all Local 6070 Bargaining Unit Members who are not on frozen pay;
 - b. Article 9.2.D. – Personal Holiday – On the first full pay period after July 1, 2022, all Local 6070 Bargaining Unit Members will be allowed one Personal Holiday to be used during FY23;
 - c. Article 13 – Legal Trust is modified to extend through June 30, 2023;
 - d. Article 14 – Duration, section A is modified to be consistent with this MOA; sections B, D, and E are struck in their entirety and shall have no force and effect.
- 5) Most Favored Nation (Me Too) - If the University seeks legislative appropriation for a salary adjustment in the form of an across the board (ATB) raise of more than 2%, or in the form of a one-time lump sum payment, either for non-represented staff (Staff) or for United Academics AAUP/AFT bargaining unit members (UNAC), in its budget requests during the current regular legislative session, it will seek in its legislative budget request for Local 6070 Bargaining Unit Members an adjustment to the grid increase in item (4)(a), above, that is equivalent to the ATB request in excess of 2%, with the total grid increase not to exceed the highest ATB requested; and the university will also seek a one-time lump sum payment equal to the highest one-time lump sum payment, if any, to UNAC or Staff. Notwithstanding this or any other provision of this MOA, the total increase for Local 6070 shall not exceed the highest of the respective total ATB and one-time lump sum payment to either UNAC or Staff. In the event such a salary adjustment

for Staff or for UNAC is rejected, barred or otherwise is not paid, any related adjustment or lump sum payment for Local 6070 unit members due under this provision shall not be payable;

- 6) This is a tentative agreement subject to approval by the Department of Administration (AS 23.40.212) and subject to approval by the Board of Regents (Regents' Policy 02.01.050.) Monetary terms are subject to legislative appropriation.
- 7) Except as explicitly altered by this MOA, all other terms of the Agreement remain unchanged and in full force and effect.

The undersigned represent and warrant that they have authority to enter this tentative agreement on behalf of their respective parties.

FOR THE UNIVERSITY:

DocuSigned by:
Tara Ferguson March 22, 2022
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Tara Ferguson, Date
Director, Labor and Employee Engagement

FOR THE UNION:

Jason Roach 3-22-22
Jason Roach Date
Northern Region Representative