

Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

and

Alaska Higher Education Crafts And Trades Employees Local 6070 APEA/AFT (AFL-CIO)

Pursuant to the terms of the July 1, 2023, through June 30, 2026, Collective Bargaining Agreement (CBA) between the University of Alaska (University) and Alaska Higher Education Crafts And Trades Employees, Local 6070, APEA/AFT (AFL-CIO):

WHEREAS, Parental Leave eligibility and use is referenced in CBA Article 10.13;

WHEREAS, Parental Leave is available to Local 6070 bargaining unit members in accordance with approved Family and Medical Leave (FML) pursuant to University Regulation R04.06.143; and

NOW THEREFORE, in consideration of the foregoing recitals, which are an integral part of this Agreement, and the mutual promises contained below, the parties agree as follows:

1. Commencing July 1, 2023, eligible Local 6070 bargaining unit members who are the parent of a newborn, or newly placed or adopted child, shall be eligible for up to five (5) paid days (i.e. forty (40) hours), or its prorated amount, of Parental Leave.
2. To be eligible for Parental Leave, a Local 6070 bargaining unit member must be in a benefit-eligible position, and on approved FML for the birth, placement, or adoption of their child.
3. A Local 6070 bargaining unit member may claim Parental Leave commencing as early as the date of birth or the date of placement or adoption of their child. Parental leave may not be claimed more than six (6) months from the date of birth or the date of placement/adoption of their child. If Parental Leave time is not claimed within the defined period of time it is deemed forfeited.
4. This MOA shall remain in effect for the term of the current CBA from July 1, 2023, through June 30, 2026.

5. Except as explicitly altered by this MOA, all other terms of the CBA remain unchanged and in full force and effect.

This MOA does not imply a violation of the CBA. No other terms of the CBA are altered by this MOA either directly or by implication and they shall remain in full force and effect as written. This MOA does not establish a practice or precedent between the parties and in a proceeding between the parties may not be referred to, introduced, submitted, or used in any way including but not limited to use in any future or pending grievance, arbitration, unfair labor practice, charge, action, promotion, retention, evaluation, review or any other matter or proceeding except to resolve the issue referenced herein and enforce the terms of this MOA.

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:  
*Tara Ferguson*                      June 28, 2023  
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Tara Ferguson  
Director, Labor and Employee Relations

*J-R 6-28-23*  
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Jason Roach  
Northern Field Representative, APEA/AFT