Memorandum of Agreement (MOA)
Between the
University of Alaska (University)
and
United Academics – Adjuncts AAUP-AFT/AFL-CIO (Union)

Re: Modification to Article 13, Salaries

The University of Alaska (University) and the United Academic – Adjuncts AAUP-AFT/AFL-CIO (Union) hereby agree to modify the terms of the March 1, 2017 through February 28, 2020, Collective Bargaining Agreement (CBA) as follows:

1) The following provision is revised to Article 13, Salaries:

13.2 Base Salaries

<table>
<thead>
<tr>
<th>Numbers of Semesters Taught at UA</th>
<th>Minimum Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>$1198.80</td>
</tr>
<tr>
<td>6-11</td>
<td>$1337.75</td>
</tr>
<tr>
<td>12+</td>
<td>$1484.05</td>
</tr>
</tbody>
</table>

2) The University shall provide a 1% across the board adjustment to the base salary minimums, as reflected above, effective the first full pay period after July 1, 2020.

3) There shall be no across the board salary increases under this CBA after February 28, 2021.

3) No other terms of the CBA are altered by this MOA either directly or by implication, and they remain in full force and effect as written.

FOR THE UNIVERSITY:

Tara Ferguson, Date
Director, Labor and Employee Engagement

FOR THE UNION:

Michael Koskie, Date
Northern Region Manager