

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

Re: One Year Collective Bargaining Agreement Extension

Whereas, the University of Alaska (hereafter “University”) and United Academic-Adjuncts, AAUP-AFT/AFL-CIO (hereafter “United Academic-Adjuncts” and/or “Union”) are bound by a Collective Bargaining Agreement dated March 01, 2017 through February 28, 2020 (Agreement); and

Whereas, on August 21, 2020, the parties agreed on a one additional calendar year extension of the Agreement through February 28, 2021; and

Whereas, on August 13, 2019, the compact signed by the Board of Regents with Gov. Michael J. Dunleavy, provides for a \$70 million budget reduction over three years (FY20, 21, & 22) for the university; and

Whereas, due to the impact of COVID-19 Pandemic has resulted in additional expenses, loss of revenue and budgetary shortfalls; and

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

Now, therefore, the parties wish to extend the Agreement for one additional calendar year through February 28, 2022, on terms as set forth below:

- 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 March 01, 2021 through February 28, 2022.
- 3) The parties shall commence negotiations for a successor agreement no later than August 1, 2021.
- 4) The following provisions of Article 13 Salaries which otherwise end by their terms are modified as follows:
  - a. Article 13.4 – Merit Bonuses - will remain in effect through February 28, 2022;
  - b. Article 13.5 – Most Favored Nation (Me Too) - will extend to the FY22 budget request;
- 5) In negotiations for a successor agreement the Union may propose additional salary increases reflecting compensation history, and the University will consider all proposals in good faith.
- 6) 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 agreement on behalf of their respective parties.

FOR THE UNIVERSITY:

DocuSigned by:  
*Tara Ferguson* September 24, 2020  
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Tara Ferguson,  
Director, LEE

Date

FOR THE UNION:

*Michael Koskie* 9/24/20

Michael Koskie

Date

Northern Region Manager