

Memorandum of Agreement ("MOA")
Between the
University of Alaska ("University")
and

United Academics-Adjuncts, American Association of University Professors (AAUP)/American Federation
of Teachers (AFT) ("United Academic-Adjuncts" and/or "Union")

Re: Revised timeline: Labor Management Committee discussion on Adjunct Supplemental
Training

The University of Alaska (hereafter "University") and United Academics-Adjuncts, American Association of
University Professors (AAUP)/American Federation of Teachers (AFT) (hereafter "United
Academic-Adjuncts" and/or "Union") are bound by a Collective Bargaining Agreement dated July 1, 2022
through June 30, 2025; and

Whereas, the Parties agree that training is a condition of employment; and

Whereas, the Parties recognize that there is certain training that is generally required of most all faculty
yet there is supplemental training that is required for faculty working in specific environments (e.g., those
who teach or work in laboratories); and

Whereas, the Parties wish to continue discussions about such required supplemental training and the
possibility of compensation related to such required supplemental training; and

Whereas, Article 15.4 ("Labor Management Committee") of the Collective Bargaining Agreement creates
an environment for "communication and resolving labor relations matters";

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:

- a session of the Labor Management Committee ("LMC") will be convened within 90 days of the
signing of this MOA.
- at this session, the parties will discuss matters related to required supplemental training for
adjuncts and the possibility of related compensation.
- The Labor Management Committee may make recommendations to university management on
matters related to supplemental training for Adjuncts to include the possibility of compensation
related to such required supplemental training.

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. Convening the LMC represents an exercise of the parties contractual rights pursuant
to Article 15.4.

FOR THE UNIVERSITY:

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 27, 2023

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Tara Ferguson
Director of Labor and Employee Relations

FOR THE UNION:

DocuSigned by:

 27, 2023

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Michael Koskie
Northern Region Manager APEA