

**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, in accordance with Article 1, on June 26, 2019, the Union notified the University that it wished to seek changes in the Agreement; 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, 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, 2021, 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, 2020 through February 28, 2021.
- 3) The parties shall commence negotiations for a successor agreement no later than August 1, 2020.
- 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, 2021;
  - b. Article 13.5 – Most Favored Nation (Me Too) - will extend to the FY21 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.

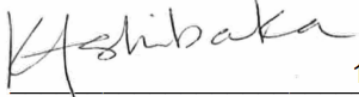
The undersigned represent and warrant that they have authority to enter this agreement on behalf of their respective parties.

**FOR THE UNIVERSITY:**

DocuSigned by:  
 12/3/2019  
 B605452E017947B...  
 \_\_\_\_\_  
 Tara Ferguson, Date  
 Interim Director, LEE

**FOR THE UNION:**

 12-3-19  
 \_\_\_\_\_  
 Michael Koskie Date  
 Northern Region Manager

 1/17/2020  
 \_\_\_\_\_  
 Kelly Tshibaka Date  
 Commissioner  
 Department of Administration