

Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

and

Fairbanks Fire Fighters Union, Local 1324, AFL-CIO

Pursuant to the terms of the July 1, 2023 - June 30, 2026, Collective Bargaining Agreement (CBA) between the University of Alaska and the Fairbanks Fire Fighters Union, Local 1324, IAFF, AFL-CIO:

WHEREAS, Short Term Disability/Short Term Care (STC) is not provided for under the terms of the current CBA;

WHEREAS, effective July 1, 2023, STC shall be available to eligible University employees on approved Family Medical Leave (FML); 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, STC shall be available to eligible Local 1324 bargaining unit members under the terms of the applicable collective bargaining agreement.
2. The following CBA Articles shall be modified to include STC. The affected Articles will read as follows:
 - a. 4.2 Life Insurance, Long Term Disability, Short Term Disability and Accidental Death and Dismemberment

The University shall provide life insurance, long-term disability, short term disability/short term care (STC) and accidental death and dismemberment coverage on the same basis as provided to UAF Local 1324 bargaining unit members by the University Plan in place on the date of this Agreement unless said benefit is improved by the University at which point the bargaining unit members will receive the enhancement.

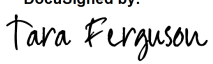
- b. 12.7.a. remains covered by the University health plan through the remainder of the calendar month in which the layoff becomes effective. The UAF Local 1324 bargaining unit member will be provided notice of the opportunity to continue health coverage as required by law. Other benefits, including life insurance, long-term disability, short term disability/short term care (STC), and optional survivor benefits, will cease on the effective date of the layoff; . . .¹

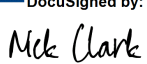
- 3. Except as explicitly altered by this MOA, all other terms of the CBA remain unchanged and in full force and effect.

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:

 July 19, 2023
 B505452E617947B...
 Tara Ferguson
 Director, Labor and Employee Relations

DocuSigned by:

 July 18, 2023
 33A7CCA4983D437...
 Nick Clark
 President, L1324

¹ The full article includes language that is not affected by the inclusion of “short term disability” language.