

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, Parental Leave eligibility and use is referenced in CBA Article 6.11;

WHEREAS, Parental leave is available to University of Alaska Fairbanks (UAF) Local 1324 bargaining unit members in accordance with the Family and Medical Leave Act, pursuant to University Regulation 04.06.143; 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:
 - a. Eligible UAF Local 1324 bargaining unit members on a regular 40-hour-a-week schedule who are the parent of a newborn, or newly placed or adopted child, shall be eligible for up to five (5) paid days (i.e. forty (40) hours), or its prorated amount, of Parental Leave.
 - b. Eligible UAF Local 1324 bargaining unit members on a suppression schedule who are the parent of a newborn, or newly placed or adopted child, shall be eligible for up to five (5) paid days, or its prorated amount, of Parental Leave.
2. To be eligible for Parental Leave, a UAF Local 1324 bargaining unit member must be in a benefit-eligible position, and on approved Family and Medical Leave for the birth, placement, or adoption of their child.

3. A UAF Local 1324 bargaining unit member may claim Parental Leave commencing as early as the date of birth or the date of placement or adoption of their child. Parental leave may not be claimed more than six (6) months from the date of birth or the date of placement/adoption of their child. If Parental Leave time is not claimed within the defined period of time it is deemed forfeited.
4. This MOA shall remain in effect for the term of the current CBA from July 1, 2023, through June 30, 2026.
5. Except as explicitly altered by this MOA, all other terms of the Agreement remain unchanged and in full force and effect.


This MOA does not imply a violation of the CBA. 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:

B505452E617947B...
Tara Ferguson
Director, Labor and Employee Relations

July 19, 2023

DocuSigned by:

33A7CCA4983D437...
Nick Clark
President, L1324

July 18, 2023