

Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

And

Fairbanks Fire Fighters Union, Local 1324, AFL-CIO

Re: Modifications to Article 13.4 - Incentive Pay

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, CBA Article 13.4 Incentive Pay currently states that "...A UAF Local 1324 bargaining unit member may only receive up to one type of salary adjustment from the list below: CPR Instructor – One (1) Step; Paramedic – Three (3) Steps; SCBA Technician (Captain Only) – One (1) Step"...; and

WHEREAS, the parties have met and conferred regarding 13.4 Incentive Credential salary adjustment implementation on August 16, 2023; and

WHEREAS, implementation of a certification incentive pay adjustment is more accurately reflected through a listed associated increase based on a percentage shift vs step increase;

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:

1. Article 13.4 Incentive Pay of the CBA between the University of Alaska and Local 1324, is amended to read as follows:

13.4 Incentive Pay

The University will increase a UAF Local 1324 bargaining unit member's current rate of pay for the following certification incentive pay adjustments. The pay increase will become effective the first full pay period after the UAF Local 1324 bargaining unit member provides proof of the certification to the Fire Chief. A UAF Local 1324 bargaining unit member must maintain the certification and perform duties allowed by the certification to remain eligible for the incentive pay. A UAF Local 1324 bargaining unit member may only receive up to one type of salary increase from the list below:

CPR Instructor – One Percent (1%)

Paramedic – Three Percent (3%)

SCBA Technician (Captain Only) – One Percent (1%)

The implementation of new incentive increases will be effective the first full pay period after legislative appropriation of monetary terms of this Agreement.

- 2. 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: Tara Ferguson September 27, 2023
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Tara Ferguson Date
Director, Labor and Employee Relations

DocuSigned by: Nick Clark September 27, 2023
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Nick Clark Date
President, Local 1324