

Memorandum of Agreement (MOA)

Between the

University of Alaska and

United Academics – AAUP/AFT

Re: One Year Collective Bargaining Agreement Extension

Whereas, the University of Alaska (University) and United Academics-AAUP/AFT (Union) are bound by a Collective Bargaining Agreement (Agreement) dated January 01, 2017 through December 31, 2019; and

Whereas, Article 1 of the Agreement requires written notice prior to August 1, 2019, of a desire to negotiate a successor agreement; and

Whereas, on June 28, 2019, Governor Dunleavy announced vetoes resulting in a cumulative reduction in University funding for FY2020 of \$136 million; and

Whereas, on July 16, 2019, the Union notified the University that it wished to seek changes in the Agreement; 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 December 2020 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, and in accordance with Article 1, the Agreement is hereby renewed for one calendar year from January 01, 2020 through December 31, 2020.
- 3) The parties shall commence negotiations for a successor agreement no later than September 30, 2020, in accordance with Article 1.
- 4) The following provisions of Article 15 Compensation which otherwise end by their terms on December 31, 2019, are modified to extend through December 31, 2020:
 - a. Article 15.4.2 - Retention and Equity Increases;
 - b. Article 15.4.3 –Market Increases;
 - c. Article 15.5 - Merit Increases, including Articles 15.5 through 15.6.4.
 - d. Article 15.11 – UA Regents’ Professor
- 5) No other terms of the Agreement are altered by this MOA either directly or by implication and they remain in full force and effect as written.

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

FOR THE UNIVERSITY:

DocuSigned by:

 Tara Ferguson, August 9, 2019
 Interim Director, Labor Relations Date

FOR THE UNION:


 Abel Bult-Ito, 08-09-2019
 President Date