

Memorandum of Agreement (MOA)  
Between the  
University of Alaska (University)  
and  
United Academics – AAUP/AFT (Union)

Re: Compensation Adjustment for FY21

In order to take a small step toward addressing compensation needs of University faculty who, along with other University employees, have foregone any form of across the board raises over the past three years, the Union and the University hereby agree to modify the terms of the January 01, 2017 through December 31, 2020, Collective Bargaining Agreement (CBA) between the University of Alaska and United Academics – AAUP/AFT as follows:

- 1) The following provision is added to Article 15, Compensation:

15.4.4 Salary Increase – FY21 Across the Board Adjustment

In FY21 the University shall provide a one percent (1%) across the board adjustment to eligible members, effective the first full pay period after July 1, 2020.

There shall be no across the board salary increases under this CBA after December 31, 2020.

The monetary terms of this MOA are not effective until they have been approved by the Department of Administration as required by AS 23.40.212 and are subject to appropriation by the legislature pursuant to AS 23.40.215.

- 2) No other terms of the CBA are altered by this MOA either directly or by implication, and they remain in full force and effect as written.

FOR THE UNIVERSITY:

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*Tara Ferguson*  
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12/4/2019

Tara Ferguson,  
Interim Director, LEE

Date

FOR THE UNION:

*Abel Bult-Ito*

Abel Bult-Ito,  
President

12/4/2019

Date