

Memorandum of Agreement
(MOA) Between the
University of Alaska (University)
and
United Academics – AAUP/AFT (Union)
Re: Empower Alaska Incentive Pilot Program

Pursuant to the terms of the January 1, 2022 through December 31, 2024, Collective Bargaining Agreement (CBA) between the University of Alaska and United Academics – AAUP/AFT¹, the parties hereby agree as follows:

WHEREAS Article 15.5 and Articles 15.5.1-15.5.3 of the CBA provide the terms for Merit Bonuses; and

WHEREAS, the Board of Regents approved funding for a University employee incentive program in support of the Roadmap to Empower Alaska in May 2024, and the University of Alaska will be launching the Empower Alaska Incentive Pilot Program² on March 18, 2025, effective for Fiscal Year 2025; and

WHEREAS, the Empower Alaska Incentive Pilot Program nomination and award processes have been established by the University; and

WHEREAS, award amounts range from \$100 to \$5,000; 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) The Empower Alaska Incentive Pilot Program is a pilot program with no guarantee to continue after Fiscal Year 2025;
- 2) The program is established and administered by the University;
- 3) Bargaining unit members are eligible to participate in the program under the same basis as other University employees. There are no guarantees regarding a nomination or award selection; and
- 4) Participation in the program is subject to the rules of the program.
- 5) 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, tenure,

¹ While the CBA has expired as of December 31, 2024, the parties have agreed that the terms of the current CBA between UA and UNAC shall remain in full force and effect to the extent required by Alaska law until a new CBA is ratified and approved by both parties, or impasse is reached consistent with Alaska law.

² Information is available at <https://www.alaska.edu/bor/roadmap/incentive.php>.

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:
Danielle S. Foster March 12, 2025
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Danielle Foster Date
Director, Labor Relations

DocuSigned by:
Jill Dumesnil March 12, 2025
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Jill Dumesnil Date
President