

Pat Pitney  
UA President

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July 12, 2022

TO: University of Alaska Community

FROM: UA President Pat Pitney

RE: Update on the United Academics CBA Negotiations

As you're aware, the university implemented its Best and Final Offer (BAFO) on May 16 after a determination that negotiations were at impasse. In light of indications of progress in the negotiations process, UA moved off impasse, and UNAC and the university resumed mediated negotiations. The parties have since met through the Federal mediation process on June 20, June 23 and July 11.

At the July 11 session, the university offered an updated proposal for UNAC's consideration. This proposal included several concessions to UNAC beyond those already included in the implemented BAFO. Some proposed changes include a larger increase in the across-the-board increases in years 2 and 3, from 2.5% to 2.75% and 2% to 2.5% respectively, documenting my stated intent to allow for retroactive raises, increased salary minimums (doubling the increase from the BAFO), and increased notice periods for non tenure track term faculty. We believe the proposal would stand a good chance of approval by the legislature and governor once approved by the Board of Regents and ratified by UNAC bargaining unit members.

Since May 16, we have been and will continue to operate under the implemented terms of the BAFO, including the 14 articles which were tentatively agreed upon. This will continue until we reach a comprehensive agreement with UNAC. To see the terms of the BAFO (all changes are shown as redline) go to [UA Best and Final Offer Collective Bargaining Terms](#). For more information on the negotiations see the [FAQs on the Labor Relations FY23 Bargaining website](#).

In closing, I remain optimistic that we will reach an amicable and comprehensive agreement which would then supersede the implemented BAFO. Thank you for your patience during this process and for all that you do for UA.

Pat Pitney, President  
University of Alaska