

**UNIVERSITY OF ALASKA
LABOR and EMPLOYEE RELATIONS REPORT**

Acronyms commonly used in reporting Labor Relations activities:

ALRA	Alaska Labor Relations Agency
CBA	Collective Bargaining Agreement
LMC	Labor-Management Committee
MAU	Major Academic Unit (UAA, UAF, UAS)
ULP	Unfair Labor Practice Charge
<u>Unions:</u>	
Adjuncts	United Academic – Adjuncts
Local 1324	Fairbanks Fire Fighters Union (UAF Fire Fighters)
Local 6070	Alaska Higher Education Crafts and Trades Employees
UAFT	University of Alaska Federation of Teachers (Community college and extended campus faculty)
UNAC	United Academics

(BOLD text indicates updated information)

LABOR -

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of the grievance be reviewed and determined by the ALRA as part of the unit clarification proceeding. Grievance timelines are being held in abeyance pending the outcome of the Unit Clarification Petition before ALRA.

- **Statewide Office of Labor and Employee Relations:** UAFT filed a Step 2 grievance on July 25, 2012 alleging the university violated Article 1.3.A of the CBA by demanding that the union agree in writing to pay all costs associated with a request for information prior to providing them with the information. The union further alleges that the university violated the implied duty of good faith and fair dealing. The parties met on March 04, 2013, and continue to work to resolve the matter.
- **UAA College of Arts and Sciences:** UAFT filed a step 2 grievance on September 18, 2013 alleging the University violated Article 5.1 when they assigned a workload in violation of the CBA. The union further alleges that the university violated the implied duty of good fair and fair dealing. The parties met on November 13, 2013 and continue to work to resolve the matter.

United Academics (UNAC)

- **No grievances are pending.**

Local 6070

- Local 6070 filed a Step 2 grievance on November 08, 2013 alleging the university violated Article 10.4B te.0.

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negotiated on 12 occasions since September. The parties have scheduled additional negotiating sessions in November and December. Tentative agreement has been reached on sixteen of twenty-three articles. The parties are working constructively and making progress.

United Academics - Adjuncts (AUUP-AFT) (UNAD): The CBA expires on December 31, 2013. Preliminary scheduling discussions with the union have not been productive. The union insists on negotiating on weekends in Juneau. The UA has taken the position that it will negotiate at mutually acceptable times and places generally accepted to mean normal business hours at business locations. The union has filed an Unfair Labor Practice with the ALRA. The parties continue to communicate in an effort to reach a compromise.

EMPLOYEE RELATIONS HIGHLIGHTS

Kenai Peninsula College: An employee was issued a notice of intent to terminate employment for cause following inappropriate behavior, dishonesty and other misconduct. The employee requested a hearing. The hearing was held on November 14 & 15, 2013 and now awaits the recommendation by the hearing officer and subsequent chancellor's decision.