

**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

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responded to the union on November 11, 2009, recommending that the substance 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 decision and appeal 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 have rescheduled the step 2 grievance meeting for March 03, 2014.**

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 of the CBA by positing a vacancy for a UAA Local 6070 position incorrectly on the University website. The university's response was due November 22, 2013. **On November 21, 2013 the University responded and Local 6070 has withdrawn the grievance.**

United Academic – Adjuncts

- **United Academic- Adjuncts filed a Step 1/Step 2 grievances on November 19, 2013 alleging the university violated Article 6.2, Article 7.21, and Article 10. The union alleges the university violated an adjunct's rights by discussing a student concern with the adjunct. The university timely denied the grievance. The union did not advance the grievance to Step 3.**

FFFU Local 1324

No grievances are pending.

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union chief spokesperson announced they would not return to the negotiating table until sometime in January 2014. Attempts by the UA to resume negotiations sooner and with specificity were not fruitful. **The parties returned to the negotiating table on January 7, and January 8, 2014. On January 8, 2014 the union walked out of negotiations and contacted ALRA stating they were at impasse and requested mediation. (See prior note regarding ALRA proceeding.)**

United Academics (UNAC): The CBA expired on December 31, 2013. The University began negotiations with UNAC on September 23, 2013. **A tentative agreement was successfully reached on December 11, 2014. The union membership ratified the contract on January 18, 2014 and the Board of Regents approved the contract on January 23, 2014.**

United Academics - Adjuncts (AAUP-AFT) (UNAD): The CBA expired on December 31, 2013. Preliminary scheduling discussions with the union were not productive. **The first negotiation session occurred on October 16, 2013 where the union continued to insist 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. The parties returned to the table on January 7 and have negotiated three times since October. Tentative agreement has been reached on 11 of 21 articles. The parties have additional negotiation sessions scheduled for February. The parties are working constructively and making progress.**

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.