

Summary of Changes to the UAFT-University Collective Bargaining Agreement Jan 1, 2011 – Dec 31, 2013

ARTICLE 1: Agreement

- 1.1 Term of Agreement **January 1, 2011 – December 31, 2013**
- 1.4 Negotiations: **Increased Union buy-out rates (currently \$1509 per credit) to: 2012-\$1584; 2013-\$1743; and 2014-\$2091 per credit. In addition the Union will be paying benefits for the prorated amount of the Faculty Member's release. This is a significant change. Union buy-outs for negotiation team members will cost a lot more than in the past with UAFT having to pay more of the faculty member's salary as well as full benefits. The bottom line is that will result in additional costs to run the Union, which might be reflected in a change of agency fee structure.**

ARTICLE 2: Definitions

Under "Extended Site", changed Tanana Valley Campus to "UAF Community and Technical College."

Changed reference to University Policy to Board of Regents Regulations in effect on Jan 1, 2011.

ARTICLE 3: Rights of the Faculty Member

- 3.7 Intellectual Property: **Changed reference to University Policy to Board of Regents Regulations in effect as of January 1, 2011.**

ARTICLE 4: Grievance Procedure: Minor language changes to update article so notices can be provided electronically, rather than in triplicate, quadruplicate, etc. Also updates language regarding titles. No substantive changes to the process or intent. Individual faculty members as well as the Union retain the right to process grievances.

ARTICLE 5: Professional Obligations & Assignment

- 5.1 Professional Assignment
 - F. Overload: **increases overload rate to a minimum of \$1300 (this takes effect on July 1, 2011)**
 - G. Summer: **changes the summer rate to a minimum of \$1300 (this takes effect on July 1, 2011)**
- 5.3 Evaluation **Changes to Board of Regents policy in effect on January 1, 2011.**
- 5.5 Nonrenewal, Nonretention and Nondisciplinary Termination: **Changes to Board of Regents policy in effect on January 1, 2011.**

ARTICLE 7: Salaries and Benefits

- 7.1 Salaries **Salary minimums increased for each rank.**
 - C. AY2012: \$1,627 added to annual base salary of each returning faculty member**
 - AY2013: \$1,668 added to annual base salary of each returning faculty member**
 - AY2014: 2.5% ATB added to base of each returning faculty member**
 - D. Market/compression: None in 2011-2012.**

For 2012-2013, a pool of 0.5% of the entire bargaining unit's salary will be used for market distribution, with any money not distributed being used for items such as compression, equity, or e-learning initiatives.

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For 2013-2014, a pool of 0.4% of the entire bargaining unit's salary will be used for market distribution, with any money not distributed being used for items such as compression, equity, or e-learning initiatives.

Also, when determining target market salaries, both the 2-year and 4-year studies conducted by the College and University Professional Association for Human Resources (CUPA) will be used

F. Merit Bonus: A pool of \$67,000 will be made available for distribution as merit pay in 2013-14.

7.3 Insurance: **The employer/employee split of health care costs (currently 83/17) will be as follows:**

July 1, 2011: 83/17

July 1, 2012: 83/17

July 1, 2013: 82/18

Our health care coverage is remaining the same, but the cost, as you know, have changed with a significant change to the deductible limits for the three plans.

7.5 Educational Benefits: **Two items have been changed:**

1) There is a 6-month grace period before new hires or their dependents will be eligible for educational benefit – this is 6 months from the first day of your contract.

2) Any employee or dependent using a tuition waiver that receives a grade of Failing or No Basis will be required to re-pay the University full-cost of the waiver (this takes effect on July 1, 2011)

ARTICLE 8: Leave

8.1 Holidays: **Changes Martin Luther “Ling” to “King”**

8.4 Sick Leave **Changes language to comport with state and federal law and University policy in effect on January 1, 2011. Adds language to clarify the use of sick leave as terminal leave (you must be on sick leave to have it roll into terminal leave, you cannot cash in sick leave and take a semester or year off)**

8.5 Disability Leave Bank **Changes name to the “Union Sick Leave Bank”**

8.6 Other Leave **Changes language for Parental leave to be granted in accordance with FMLA, Alaska Maternity and Family Leave Act, and University Policy & Regulation in effect on January 1, 2011.**

ARTICLE 9: Union Rights

9.3 Check Off **Changes the deduction authorization form from Appendix D to C.**

9.7 Union Release Time: **Increased Union buy-out rates (currently \$1509 per credit) to: 2012-\$1584; 2013-\$1743; and 2014-\$2091 per credit. In addition the Union will be paying benefits for the prorated amount of the Faculty Member's release. This is a significant change. Union buy-outs for negotiation team members will cost a lot more than in the past with UAFT having to pay more of the faculty member's salary as well as full benefits. The bottom line is that will result in additional costs to run the Union, which might be reflected in a change of agency fee structure.**