

Acronyms commonly used in reporting Labor Relations activities:

UAFT	University of Alaska Federation of Teachers (formerly “ACCFT”)
CBA	Collective Bargaining Agreement
LMC	Labor-Management Committee
Local 6070	Alaska Higher Education Crafts and Trades Employees – Local 6070
MAU	Major Academic Unit (UAA, UAF, UAS)
UMC	Union-Management Committee
UNAC	United Academics-American Association of University Professors/American Federation of Teachers
ALRA	Alaska Labor Relations Agency
ULP	Unfair Labor Practice

LABOR - MANAGEMENT COMMITTEES/EVENTS

- The University received notice on September 11, 2008 that the Alaska Public Employees Association (APEA) is commencing an organizing campaign of all non-represented UA employees. Labor Relations responded to the union’s request for information about this employee group and is preparing for future organizing proceedings.
- The University and Local 6070 have been meeting on an as-needed basis to address issues and to identify members and processes for the statewide labor-management committee.
- The Joint Health Care Committee (JHCC) comprised of union, management, and non-represented members, meets monthly to discuss system-wide health care issues. The committee is in Seattle on November 10, 11 & 12 to meet with the University’s health care vendors and the King County wellness committee to learn more about health care trends, wellness topics and specific University of Alaska health care plan processes.

GRIEVANCE/ARBITRATION HIGHLIGHTS

University of Alaska Federation of Teachers (UAFT)

- **UAS Ketchikan:** On May 22, 2008, UAFT filed a Step 2 grievance asserting that the April 2007 non-retention of a faculty member must be rescinded. The union withdrew this grievance on 9/19/08 and the matter is closed.
- **UAS Juneau:** UAFT Filed a Step 2 grievance asserting that UAS implemented changes to the UAS Regional Review Process, which were approved by the UAS Faculty Senate but not approved by the Union. The matter is under review by Labor Relations.
- **Statewide UAA/UAF/UAS:** On October 31, 2008, UAFT filed a Step 2 grievance asserting that the University failed to mail hard copies of the current collective bargaining agreement to all unit members. The matter is under discussion by the parties, and the University provided a settlement proposal to the union on November 10, 2008 suggesting that copies of the agreement could be e-mailed to unit members.

United Academics (UNAC)

- **UAA School of Health and Social Welfare:** United Academics filed a Step 1 informal grievance alleging a denial of release time for preparation and completion of a professionally mandated seven year self-study for ABA accreditation. The union converted the grievance to a complaint pursuant to Article 7.3; the provost issued a written denial of the complaint. The University denied a request for reconsideration and the matter is closed.
- **UAF School of Fisheries and Ocean Sciences:** United Academics filed a Step 2 grievance alleging violations of a faculty member's academic freedom due to the University's failure to invite the faculty member to a meeting between Shell Oil and University administration where research opportunities and funding were discussed. The University denied the matter at Step 2. The union withdrew the grievance on 9/29/08.
- **UAS Political Science Dept.:** United Academics filed a Step 1 grievance alleging that the UAS policy of evaluating faculty members annually by the dean or designee is a violation of Article 9 of the CBA. The University denied the grievance at Step 1; the Union advanced the matter to Step 2. The Union and the University are discussing possible resolutions.
- **UAA College of Arts and Sciences:** The union grieved a faculty member's alleged mistreatment by fellow bargaining unit members due to her adoption of a different pedagogy than other members of her department. The University suggested that a facilitated meeting between department members might be a more fruitful approach to resolving issues than the grievance. The employee failed to attend the joint meeting. The grievance is presently held in abeyance while the faculty member is on leave.

Local 6070

- **UAA Facility Services:** A bargaining unit member was reprimanded for failure to perform assigned work in a timely manner and for failure to follow procedures for requesting leave. The union grieved the disciplinary action and has advanced the matter to Step 3. A Step 3 meeting will be scheduled in the near future.
- **UA System-Wide:** The union filed a Grievance alleging a violation of the collective bargaining agreement due to the Banner system's mathematical rounding of hourly wage rates. Individual employees' compensation may have been affected to a slight degree, although the rounding of wage rates resulted in a net overpayment to the bargaining unit. The parties met in attempts to resolve the grievance and a grievance resolution proposal is expected from the union.
- **UAF School of Fisheries:** The union filed a step 3 grievance alleging that the University failed to follow required contract processes when it placed two bargaining unit members in layoff status. The grievance was denied at Step 3. The union has requested arbitration on the matter but has failed to pursue the matter since May, 2008.
- **UAF Facilities Services:** The union filed a step 1 grievance alleging that the University violated Article 6.4 of the agreement by failing to interview a qualified Local 6070 bargaining unit member for an internal job posting. The parties have resolved the issue and the bargaining unit member was hired into the vacant position.

United Academic – Adjuncts

- No grievances are pending.

UNFAIR LABOR PRACTICES and ISSUES BEFORE THE ALASKA LABOR RELATIONS AGENCY

On October 17, 2007, UAFT filed an unfair labor practice (ULP) with the Alaska Labor Relations Agency (ALRA) alleging that the University violated the collective bargaining agreement by its placement of new faculty with upper-division assignments into the UNAC bargaining unit. In response, the University filed a unit clarification petition, and effected service on all bargaining unit members per ALRA instructions. UAFT has objected to the petition. The University has requested a pre-hearing conference with ALRA to address the union's objections.

EMPLOYEE RELATIONS HIGHLIGHTS

- **UAF Tanana Valley Campus.** A non-exempt employee at Tanana Valley Campus was non-retained pursuant to Regents' Policy and University Regulation. The employee grieved the issue and requested a hearing. After motion practice, the hearing officer issued a dispositive order on 9/21/08 canceling the hearing and recommending that the UAF Chancellor uphold the non-retention decision. The employee has filed suit in Superior Court challenging the University's non-retention rights.
- **UAF Facilities Services.** An exempt employee was non-retained pursuant to Regents' Policy and University Regulation. The employee grieved on the grounds that adequate performance management did not occur before his non-retention. The matter was settled prior to hearing.

UAA PWSCC: An exempt employee was non-retained pursuant to Regents' Policy and University Regulation. The employee filed a sexual harassment complaint after her non-retention. The University investigated and determined that there was no substantial evidence supporting the employee's claims of sex harassment and /or hostile workplace. The employee requested a review of the investigation and that review is currently being conducted.