

Memorandum of Agreement (MOA)

between the

University of Alaska (University)

and

United Academics – AAUP/AFT (Union)

Re: Retroactive Salary Minimums Increase (CBA Article 15.2)

Pursuant to the terms of the January 1, 2022 through December 31, 2024, Collective Bargaining Agreement (CBA) between the University of Alaska and the United Academics AAUP-AFT, the parties hereby agree as follows:

WHEREAS, the 2022-2024 CBA was approved and ratified by the appropriate parties by December 2022, and;

WHEREAS, the monetary terms of the CBA are not effective until funds are appropriated by the legislature pursuant to AS 23.40.215, and;

WHEREAS, the University submits budget appropriation requests to the legislature based on the Fiscal Year (July 1-June 30), and;

WHEREAS, the University has submitted a Fiscal Year 2023 supplemental budget request to the legislature; and

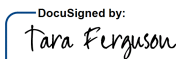
NOW THEREFORE, in consideration of the foregoing recitals, which are an integral part of this Agreement, and the mutual promises contained below, the parties agree as follows:

- 1) The salary minimums for affected bargaining unit members, as provided in Article 15.2, will be retroactive to July 1, 2022, pending appropriation by the legislature pursuant to AS 23.40.215.
- 2) This MOA does not imply a violation of the CBA.

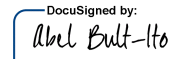
This MOA does not establish a practice or precedent between the parties, and in any proceeding between the parties, may not be referred to, introduced, submitted, or used in any way, including but not limited to use in any future or pending grievance, arbitration, unfair labor practice, charge, action, tenure, promotion, retention, evaluation, review or any other matter or proceeding except to resolve the issue referenced herein and to enforce the terms of this MOA.

FOR THE UNIVERSITY:

FOR THE UNION:

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 Tara Ferguson  
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 Date  
 Director, Labor and Employee Relations

February 27, 2023

DocuSigned by:  
  
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 Date  
 President

February 27, 2023