DocuSign Envelope ID: A5FD4E2D-6AB8-4A8F-BF58-E15F1B117EDE

Memorandum of Agreement (MOA)

between the

University of Alaska (University)

and

United Academics – AAUP/AFT (Union)

Re: Post Doctoral Fellows Length of Appointment (CBA Article 9.1.4.)

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

WHEREAS, pursuant to the terms of Article 9.1.4 of the CBA, Post Doctoral Fellows appointments may be made for a period up to but no longer than three (3) years; and

WHEREAS, Article 9.4.3 of the CBA refers to "three (3) years maximum" for Post Doctoral Fellow appointments; 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) Post Doctoral Fellows may have a renewed appointment past the initial three years. A renewed appointment will be at the discretion of the university.

2) Any renewal and associated non-renewal will follow the applicable CBA Article(s).

3) 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. This MOA only applies to the January 1, 2022, through December 31, 2024, Collective Bargaining Agreement.

FOR THE UNIVERSITY:

DocuSigned by:
Tara Ferguson March 28, 2023

Tara Ferguson Date
Director, Labor and Employee Relations

FOR THE UNION:

DocuSigned by:
Abel Bult-Ito March 28, 2023

Abel Bult-Ito Date
President