

Memorandum of Agreement (MOA)

between the

University of Alaska (University)

and

United Academics – AAUP/AFT (Union)

Re: 2022-2024 Collective Bargaining Agreement Terms and Conditions for Post Doctoral Fellows

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, Post Doctoral Fellows are now subject to the terms and conditions set forth in the CBA starting with the first day of employment, and;

WHEREAS, pursuant to the terms of Article 9.2.1 of the CBA, bargaining unit members shall submit a current CV and Annual Activity Report and be reviewed annually by the dean, director, or designee, and;

WHEREAS, pursuant to the terms of Article 13 of the CBA, bargaining unit members must have a written workload provided by the University annually; 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) In Fall 2022 and Fall 2023, Post Doctoral Fellows are exempt from the terms of Article 9.2.1. They will not need to submit an annual activity report and will not undergo an annual review.
- 2) In Fall 2024, Post Doctoral Fellows will submit a current CV, Annual Activity Report, and other applicable documentation, by September 12, 2024, to be reviewed by the dean, director, or designee for an annual activity report/review. This review will be for activities completed during Academic Year 2023-2024.
- 3) Post Doctoral Fellows will not be required to have written workloads defining their activities for Academic Year 2022-2023.
- 4) Post Doctoral Fellows will undergo the workload determination procedure defined in Article 13.4.4 beginning in Spring 2023. This workload will be for activities to be completed during Academic Year 2023-2024. Post Doctoral Fellows shall submit a proposed workload, working with the Principal Investigator if applicable, to the department head/chair with a copy to the dean, director or designee by May 19, 2023. The department head/chair shall submit the proposed workload to the appropriate administrator by June 2, 2023. The administrator shall review and notify the Post Doctoral Fellow of their workload by June 16, 2023.
- 5) Beginning with Academic Year 2024-2025, all applicable CBA terms for Post Doctoral Fellows will be effective.
- 6) 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:

DocuSigned by:  
*Tara Ferguson* May 18, 2023

Tara Ferguson Date  
Director, Labor and Employee Relations

FOR THE UNION:

DocuSigned by:  
*Abel Bult-Ito* May 15, 2023

Abel Bult-Ito Date  
President