

Memorandum of Agreement (MOA)

Between the

University of Alaska (University)

and

United Academics – AAUP/AFT (Union)

Pursuant to the terms of the “January 1, 2022, through December 31, 2024, Collective Bargaining Agreement” (CBA) between the University of Alaska (University) and United Academics – AAUP/AFT (UNAC):

WHEREAS, Parental Leave eligibility and use is referenced in CBA Article 16.7.c. and is granted in the order of sick leave with pay and sick leave without pay;

WHEREAS, all Parental Leave shall be granted in accordance with the Family Medical Leave Act and the Alaska Family Leave Act; 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. Commencing July 1, 2023, eligible United Academics bargaining unit members who are the parent of a newborn, or newly placed or adopted child, shall be eligible for up to five (5) paid days (i.e. forty (40) hours), or its prorated amount, of Parental Leave.
2. To be eligible for Parental Leave, a United Academics bargaining unit member must be in an active, benefit-eligible position, on contract, and on approved FML for the birth, placement, or adoption of their child.
3. A United Academics bargaining unit member may claim Parental Leave commencing as early as the date of birth or the date of placement or adoption of their child. Parental leave may not be claimed more than six (6) months from the date of birth or the date of placement/adoption of their child. If Parental Leave time is not claimed within the defined period of time it is deemed forfeited.
4. Parental leave will be granted in the order of Parental Leave, sick leave with pay, and sick leave without pay.
5. All parental leave shall be granted in accordance with the Family Medical Leave Act and the Alaska Family Leave Act.

6. This MOA shall remain in effect for the term of the current CBA from January 1, 2022, through December 31, 2024.
7. This MOA does not imply a violation of the CBA.

This MOA does not establish a practice or precedent between the parties, and in a 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 enforce the terms of this MOA.

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:
Tara Ferguson June 30, 2023
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Tara Ferguson
Director, Labor and Employee Relations

DocuSigned by:
Jill Dumesnil June 30, 2023
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Jill Dumesnil
President Elect, United Academics