

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, Short Term Disability/Short Term Care (STC) is not provided for under the terms of the current CBA;

WHEREAS, effective July 1, 2023, STC shall be available to eligible University employees on approved Family Medical Leave (FML); 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, STC shall be available to eligible United Academics bargaining unit members under the terms of the applicable collective bargaining agreement.
2. The following CBA Article shall be modified to include STC and will read as follows:

16.1.b. The University shall provide life insurance, long-term disability, short term disability/short term care (STC), and accidental death and dismemberment coverage on the same basis as provided to bargaining unit members by the University Plan in place on the date of this Agreement.
3. Except as explicitly altered by this MOA, all other terms of the CBA remain unchanged and in full force and effect.

This MOA does not imply a violation of the CBA. No other terms of the CBA are altered by this MOA either directly or by implication and they shall remain in full force and effect as written.

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, promotion, tenure, 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