

Memry Dahl  
Chief Human Resources Officer



RE: University responds to Unfair Labor Practice complaint, files its own ULP with Labor Relations Agency

Sept. 30, 2022

Dear UA Community,

The University of Alaska administration today filed a [response to the Unfair Labor Practice](#) (ULP) complaint previously filed by United Academics (UNAC), the union representing full time faculty. The response details the facts supporting the reasonableness of the university's actions and its good faith efforts to negotiate.

The university also filed its own [complaint](#) with the Alaska Labor Relations Agency [ALRA] alleging unlawful labor practices by UNAC. The university did not take this action lightly and has resisted filing a ULP over the course of negotiations with the expectation that UNAC would eventually come to the table in a reasonable manner with the goal of reaching a negotiated agreement. The administration is committed to a fair contract for the faculty.

The university complaint is necessary to ensure that the entire context of the negotiations process – not just UNAC's selective snapshot – is before the hearing officer so that the ALRA may fairly decide the issues raised by the parties. The university believes that the ALRA process has become an essential option for finding resolution to over a year of negotiations with UNAC.

The university maintains that the union engaged in bad faith bargaining. After more than 40 bargaining sessions, UNAC made no meaningful movement in its bargaining positions, proposed illegal subjects of bargaining, and intentionally slowed the bargaining process, which prevented the university from submitting a timely proposal to the state legislature for approval of a budget that would fund faculty compensation increases. Despite knowing the university's significant financial and budget constraints, the union continued to press for unrealistic terms that initially cost \$93 million in faculty pay and benefits and only came down modestly to \$71 million.

"From the start of initial discussions through the University's implementation of its best and final offer, United Academics engaged in a pattern of conduct intended to frustrate the negotiating process," the university's complaint states.

The administration supports and our negotiating team will continue to work toward a fair contract with UNAC. However, time is of the essence as the university develops its FY24 budget for submission to the governor and legislature.

The next mediation session is scheduled for October 10.

Sincerely,  
Memry Dahl  
Chief Human Resources Officer