

Memorandum of Agreement ("MOA")

Between the

University of Alaska ("University")

and

United Academics-Adjuncts, American Association of University Professors (AAUP)/American Federation of Teachers (AFT) ("United Academic-Adjuncts" and/or "Union")



NOVEMBER 4, 2022



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Re: Labor Management Committee discussion on Adjunct Supplemental Training

The University of Alaska (hereafter "University") and United Academics-Adjuncts, American Association of University Professors (AAUP)/American Federation of Teachers (AFT) (hereafter "United Academic-Adjuncts" and/or "Union") are bound by a Collective Bargaining Agreement dated March 1, 2017 through February 28, 2020 and through an extension dated March 1, 2020 through February 28, 2022 (Agreement); and

Whereas, the Parties agree that training is a condition of employment; and

Whereas, the Parties recognize that there is certain training that is generally required of most all faculty yet there is supplemental training that is required for faculty working in specific environments (e.g., those who teach or work in laboratories); and

Whereas, the Parties wish to continue discussions about such required supplemental training and the possibility of compensation related to such required supplemental training; and

Whereas, Article 15.4 ("Labor Management Committee") of the Collective Bargaining Agreement creates an environment for "communication and resolving labor relations matters";

Now therefore, in consideration of the foregoing recitals, which are an integral part of this MOA, and the mutual promises contained below, the parties agree as follows:

a session of the Labor Management Committee ("LMC") will be convened within 90 days of the signing of this MOA.

at this session, the parties will discuss matters related to required supplemental training for adjuncts and the possibility of related compensation.

The Labor Management Committee may make recommendations to university management on matters related to supplemental training for Adjuncts to include the possibility of compensation related to such required supplemental training.

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