

Memorandum of Agreement (MOA)

Between the

University of Alaska and

United Academics AAUP/AFT

Re: One Year Collective Bargaining Agreement Extension

Whereas, the University of Alaska (University) and United Academics-AAUP/AFT (Union) are bound by a Collective Bargaining Agreement (Agreement) dated January 01, 2017 through December 31, 2019; and

Whereas, on August 9, 2019 the parties agreed on a one additional calendar year extension of the Agreement through December 31, 2020;

Whereas the compact signed by the Board of Regents with Governor Michael J. Dunleavy on August 13, 2019, provides a \$70 million budget reduction over three years (FY20, FY21, & FY22) for the University; and

Whereas, due to the impact of the COVID-19 Pandemic has resulted in additional expenses, loss of revenue and budgetary shortfalls; and

Whereas, the parties now believe that collaborative efforts to address budgetary and other impacts will prove more beneficial than negotiating adjustments to terms of the Agreement;

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) All prior requests for negotiations by either party are void.
- 2) Subject to the terms of this MOA, and in accordance with Article 1, the Agreement is hereby renewed for one calendar year from January 01, 2021 through December 31, 2021.
- 3) The parties shall commence negotiations for a successor agreement no later than September 30, 2021, in accordance with Article 1.
- 4) The following provisions of Article 15 Compensation which otherwise end by their terms on December 31, 2020, are modified to extend through December 31, 2021:
 - a. Article 15.4.2 - Retention and Equity Increases;
 - b. Article 15.4.3 Market Increases;
 - c. Article 15.5 - Merit Increases, including Articles 15.5 through 15.6.4.
 - d. Article 15.11
- 5) No other terms of the Agreement are altered by this MOA either directly or by implication and they remain in full force and effect as written.

The undersigned represent and warrant that they have authority to enter this agreement on behalf of their respective parties.

FOR THE UNIVERSITY:

FOR THE UNION: