

UNIVERSITY OF ALASKA
LABOR and EMPLOYEE RELATIONS REPORT

Acronyms commonly used in reporting Labor Relations activities:

ALRA	Alaska Labor Relations Agency
CBA	Collective Bargaining Agreement
JHCC	Joint Health Care Committee
LMC	Labor-Management Committee
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Committee (LMC) reviewed and recommend compression distributions for faculty whose salaries are compressed greater than \$5,000. An MOA is required for outlining the process.

- The university, UNAC and campus representatives will meet in April 2013 through the Joint Labor Management Committee (LMC) to discuss the FY14 Market and Merit Increase procedures. Merit increases are an award that do not go to base salary. The process for consideration and recommendations for distribution of merit pay will be made within the scope defined in Article 15.5 of the collective bargaining agreement.

GRIEVANCE and ARBITRATION HIGHLIGHTS

University of Alaska Federation of Teachers (UAFT)

- UAF College of Rural and Community Development The union filed a Step 2 grievance on October 02, 2009 alleging that the university violated Article 9.1 of the CBA by placing two new faculty members at an extended site. The United Academics bargaining unit is not part of the UAFT unit. The university responded to the union on November 11, 2009, recommending that the substance of the grievance be reviewed and determined by the ALRA as part of the unit clarification proceeding. Grievance timelines are being held in abeyance pending the outcome of the Unit Clarification Petition before ALRA.
- Statewide Office of Labor and Employee Relations UAFT filed a Step 2 grievance on July 25, 2012 alleging that the university violated Article 1.3.A of the CBA by demanding that the union agree in writing to pay all costs associated with a request for information prior to providing them with the information. The union further alleges that the university violated the implied duty of good faith and fair dealing. The parties met on March 04, 2013 and continue to work to resolve the matter.

United Academics (UNAC)

- UAF College of Engineering and Mines UNAC filed a Step 2 grievance on June 29, 2012 alleging a violation of Article 16 and 17 of the CBA. UNAC asserts that the university violated the CBA by instructing a faculty member to reimburse the university for honorarium received for outside activity while on a one semester paid sabbatical. The Provost met with the union on July 19, 2012. The university responded to the Step 2 grievance on August 2, 2012. The union requested an extension to December 07, 2012. The Step 3 grievance meeting with the Chancellor was rescheduled to April 17, 2013.

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recommending that the UAChancellor uphold the nonretention decision. The employee filed suit in Superior Court challenging the university's right to nonretain nonprobationary employees. The judge issued a preliminary order adverse to the university. The university's request for reconsideration was denied and the university subsequently filed a petition for review with the Alaska Supreme Court on November 12, 2010. The Court accepted the petition and consolidated this case with an Anchorage case raising similar issues but with a different result. Oral argument was held March 28, 2012. A decision is pending.

- UAA Police Department An employee was terminated for cause and simultaneously issued a nonretention notice. (cgs-10)-36g#4(ous)-d#4(OD)-120p)B(Dlice)