Outline of Union Contract Changes

The following are highlights that affect HR related issues from the UNAC, UAFT, Local 6070, Adjunct, and Firefighter contracts currently ratified:

**UNAC Contract (through December 31, 2016)**

New minimum Base Academic Year Salaries:
- Post Doctoral Fellow $33,325
- Instructor/Lecturer $39,775
- Assistant Professor $51,600
- Associate Professor $56,975
- Professor $62,888

Salary Increases:
- FY16 2.0% across the board increase to base salary
- FY17 2.0% across the board increase to base salary

F9 employees are eligible for market adjustments in FY17, with a maximum of $10,000 per employee over the term of the UNAC contract (1/1/2014 through 12/31/2016). The total distribution pool in FY17 is up to 0.3% of the combined F9 base salary.

Each unit member will receive a lump sum distribution (to base) of $750, prorated by FTE, in each year of the contract.

- Unit members in employed status on September 15, 2014 and remain employed as of September 15, 2015 are eligible for the distribution in FY16.
- Unit members in employed status on September 15, 2015 and remain employed as of September 15, 2016 are eligible for the distribution in FY17.

Payment to eligible unit members will be included in the first full pay period following September 15, and this amount is included in the following year’s across the board increase calculation.

**Paid time off is now tracked and must be reported on the employee’s effort report.**

Summer and Overload appointment minimum of $1500 per credit hour to a maximum of the employee’s workload-equivalent base academic year salary.
UAFT Contract (through December 31, 2017)

Minimum Base Academic Year Salaries:
- Instructor/Lecturer $40,000
- Assistant Professor $45,000
- Associate Professor $55,000
- Professor $63,000

Salary Increases:

FY16, FY17, and FY18: 2.0% increase across the board PLUS $900 lump sum one-time payment. This payment is concurrent with the increase (first full pay period of each fiscal year), does not increase base pay, and only issued to those members who worked the full prior academic year.

Members are eligible for market increases in FY17 from a pool of 0.5% of UAFT salary.

Summer and Overload Compensation minimum rate $1,500 per credit hour.

See UAFT’s CBA, Article 8 (page 44), for full details: http://www.alaska.edu/labor/uaft/

Local 6070 Contract (through December 31, 2016)

Salary Increases:
- FY16 1.9% across the board increase to base salary
- FY17 1.9% across the board increase to base salary

Effective on November 1 of 2015 and 2016, all L6070 members shall move one step within their assigned grade. The net effect of this adjustment is to increase the overall budgeted salary for that fiscal year by 0.68%. For example, the FY16 adjustment is 2.58% over the FY15 year-end salary rate.

Upon written request, L6070 members may cash out any or all annual leave in excess of forty hours at a maximum rate of forty hours per pay period.

Please be sure to review specific contract clauses applicable to your unit (such as those found in Article 4) and work with OFA if you have questions about which should be part of the employee’s base salary!

Adjuncts Contract (through February 28, 2017)

New minimum rates:

Piece Rate (“Paper Grader”): $10.75 per unit

FY16
Number of Prior Semesters Taught at UA Minimum Rate:
- 0-5 $ 1,175.18
- 6-11 $ 1,298.53
- 12 + $ 1,426.56

FY17
Number of Prior Semesters Taught at UA Minimum Rate:
- 0-5 $ 1,186.93
- 6-11 $ 1,324.50
- 12 + $ 1,469.36

Non-premium parking permits made available to FT members at a rate 50% less than standard (non-bargaining unit) employee rates during the term of the employee’s contract.

Firefighters (through December 31, 2015)

For FY16, firefighters will continue to use the non-represented salary grid, and this salary grid will increase annually by the percentage established by the Board of Regents at the approved pay increase for non-represented employees. Pay adjustments go into effect during the first full payroll period of July 1 in each year.

Please be sure to review specific contract clauses applicable to your unit (such as those found in Article 6) and work with OFA if you have questions about which should be part of the employee’s base salary!

http://www.alaska.edu/labor/ffa/IAFF_final.pdf

This is just a brief summary of some of the critical HR changes. For all other contract changes please visit the SW Labor and Employee Relations Website: http://www.alaska.edu/labor/