

# University of Alaska Staff United, APEA/AFT

Promoting the interests of University Staff

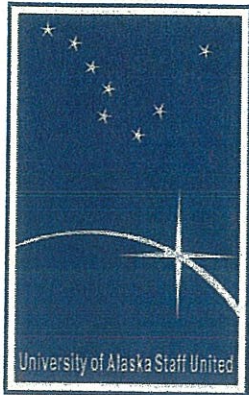
## JOB SECURITY

*How can the union help assure me job security?*

- ✓ Having a binding, multiple-year contract helps to provide job security.
- ✓ Most contracts help retain experienced workers by providing layoff protection based on seniority and by providing workers with advanced notice of any reduction in the workforce.

**Northern Region:** (800) 478-9993 / (907) 456-5412  
**Southeast Region:** (800) 478-9991 / (907) 586-2334  
**Southcentral Region:** (800) 478-9992 / (907) 274-1688





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## DUES

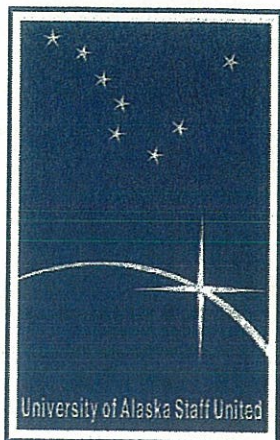
*Union membership doesn't cost, it pays!*

- ✓ Dues are negotiated in your first contract and are determined by optional benefit programs.
- ✓ Dues are not required until your first contract has been voted on and ratified (accepted) by the membership.
- ✓ State and National (APEA and AFT) affiliation dues are currently \$23.82 per paycheck (approximately \$1.57 per day).

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[www.afea-aft.org](http://www.afea-aft.org)



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# HOW DOES COLLECTIVE BARGAINING AFFECT GRANT-FUNDED POSITIONS?



Grant-funded employees and their programs are not harmed simply because there is a collective bargaining agreement in place. On the contrary, a collective bargaining agreement has the potential to enhance grant-funded projects and benefits the employees working in those programs. Even though it's called "soft money," it would still be covered by the collective bargaining agreement.

There is no language in grants that prohibit other funding sources to augment the grant programs. The University charges grant budgets for all expenses including office space, wages, benefits, taxes, and leave. The University could augment the wages and benefits instead of charging the grant projects. Most collective bargaining agreements are three years in duration. When applying for grants wage increases are figured into the original grant request, since wages are a known amount.

Every bargaining unit is unique in the challenge to represent all of its members. Below are two examples of how other bargaining units have addressed the issue of preserving grant-funded positions and wages:

1. Alaska Higher Education Crafts & Trades Employees - Local 6070 (APEA/AFT) contract representing University of Alaska crafts and trades employees:

The union included term-funded employees in their seniority pools. If an employee were to be laid-off for lack of funding in a term position and he/she had been there two years, that employee could, if he/she met the minimum qualifications, move over to another position in the same job classification replacing someone who had only been there two months.

2. Anchorage Council of Education (APEA/AFT) representing Anchorage School District classified and supervisory employees, many which are grant funded:

The union negotiated a 2.5% increase on the pay scale plus annual step increases. In order to avoid grant funded departments reducing the number of days an employee worked, they also negotiated how many contract days per fiscal year an employee works. Those days vary depending on the position. They currently range from 180 to 230 workdays (9 month vs 12 month employees).

3. Grant funded faculty receive all the benefits included in the current contract with the University of Alaska including access to tenure.



University of Alaska Staff United

# questions and answers

**Q. What is University of Alaska Staff United?**

A. University of Alaska Staff United (UASU) is a local affiliate of the Alaska Public Employees Association/AFT (APEA/AFT)—the largest, most experienced organization dedicated to improving the lives of Alaska's public employees. Our organization has launched a campaign to give University of Alaska (UA) classified and APT staff a real voice.

**Q. What is the advantage of joining University of Alaska Staff United?**

A. As an affiliate of APEA/AFT, University of Alaska Staff United is the **only** organization in the state that has experience representing the interests of University of Alaska employees. Our organization has negotiated successful collective bargaining agreements for **all** of the UA employees covered by a union contract. In fact, UA classified and APT staff are the only employees who are not currently represented by APEA/AFT. Classified and APT staff are the last piece of the puzzle. When we all are organized, we all win!

**Q. Why is University of Alaska Staff United uniquely equipped to represent UA employees?**

A. UASU is the only union representing higher education employees that has secured contracts that have provided substantial salary increases and better benefits for employees, and that guarantee dignity and fair treatment in the workplace through a grievance procedure that ends in a neutral third party resolution process (arbitration). Joining together with our union is the best vehicle for meaningful shared decision-making with the University's administration. We are part of a union that is the only organization that has lobbied the Alaska Legislature for enhanced funding for the University system. What's more, as an affiliate of the 1.4 million member American Federation of Teachers, we have a voice and representation in the U.S. Congress in Washington, D.C.

**Q. Can I sign a University of Alaska Staff United interest card if I've already signed a card from another employee organization?**

A. Yes. If you believe University of Alaska Staff United, APEA/AFT is the better choice to represent you, then it is absolutely okay for you to sign a UASU interest card.

## Experience the University of Alaska Staff United, APEA/AFT Advantage!

# the **TRUTH** about **UASU** University of Alaska Staff United APEA/AFT

## MYTH:

APEA represents only faculty.

## the TRUTH:

Our statewide affiliate, APEA/AFT, represents all University of Alaska employees who are currently covered by a union contract in four autonomous local unions:

- Alaska Higher Education Crafts and Trades, LOCAL 6070
- United Academics-Adjuncts,
- United Academics, AAUP/AFT, and
- University of Alaska Federation of Teachers.

Because we believe ALL University employees deserve a real voice, we are organizing classified and APT staff into an autonomous local union—University of Alaska Staff United.

## MYTH:

If we choose APEA, University staff won't have our own independent union.

## the TRUTH:

University of Alaska Staff United is an autonomous, independent local union committed to representing the interests of the University's classified and APT staff. What's more, we have the added advantage of an affiliate relationship with the **only** organization that has experience working with the University of Alaska, its structure, its administrators and Chancellors.

ASEA, which represents only state employees, has no experience working with the University.

The TRUTH is UASU gives us our own union and our own voice, plus the strength and experience we need to protect our interests in the state Legislature and on campus.

## MYTH:

APEA has only recently attempted to organize all University employees.

## the TRUTH:

UASU representatives have been working with University classified and APT staff to build a real, sustainable organization for nearly two years. That's longer than any other organization. Additionally, APEA has been providing strong advocacy and quality representation for University employees since 1973. That's experience we can trust!

## Join together with UASU today!



**University of Alaska Staff United**

211 Fourth St., Suite 306 • Juneau, AK 99801 • 907/586-2334 • <http://ak.aft.org/UASU>



## *A Brief History of the Alaska Public Employees Association/AFT*

*The Alaska Public Employees Association/AFT is the oldest Public Employees' union in Alaska. Formed in 1955, as the Alaska State Employees Association, it was originally formed to lobby the Alaska Legislature on pay and benefits for State Employees. The Alaska Legislature passed the Public Employment Relations Act (PERA) in 1972 which granted State and Local Government Employees the right to organize and form unions for the purpose of negotiating wages, hours and other terms and conditions of employment.*

*APEA/AFT was originally selected as the bargaining agent for the state's Supervisory and General Government Units. In addition, Employees of the City of Nome, Fairbanks North Star Borough and the Juneau School District Para-professionals voted for APEA/AFT to represent them. With the acceptance of political subdivision employees into the Association, the name changed from the Alaska State Employees Association to the Alaska Public Employees Association.*

*APEA/AFT continued to grow and began representing more and more public employees. In 1988, the members of the state General Government Unit decided that they wanted an organization made up of only General Government workers. The GGU restarted the defunct Alaska State Employees Association and ASEA represents them at this time.*

*In 1990, after over 30 years of being an independent organization, APEA/AFT looked for National affiliation to increase benefits and security for the members. After looking into and investigating a number of International Unions, the members of APEA/AFT overwhelmingly voted to join the American Federation of Teacher (AFT).*

*Since our affiliation with the AFT, we have continued to grow and now have Locals representing K-12 paraprofessionals, supervisors and teachers, University full time faculty, Adjunct faculty and crafts and trades employees, State of Alaska Supervisors, Alaska City and Borough employees, Public Corporations and Non-profit organizations.*

*APEA/AFT is governed by a Board of Directors made up of the President and Secretary-Treasurer, who are elected by all the members, and 14 Directors elected by specific constituencies on a regional or Local basis. APEA/AFT prides itself on its Local autonomy and its service to those Locals.*

*APEA/AFT has a full-time staff of 19 employees. There are three Regional Field Offices located in Anchorage, Fairbanks and Juneau. Staff is directed by the Business Manager who is hired by and reports to the APEA/AFT Board of Directors.*