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ORIGINAL SENT VIA U.S. MAIL

June 4, 2026

Alaska Labor Relations Agency
3301 Eagle Street, Suite 206
Anchorage, Alaska 99503

RE: Charge Against Employer
*University of Alaska and Coalition of Alaska University Staff For Equity/International Union,
United Automobile Aerospace And Agricultural Implement Workers Of America*
BIL File No.: 3453-002

Dear Alaska Labor Relations Agency:

Enclosed please find the following documents for filing:

1. The original and one (1) copy of Petitioner's Charge Against Employer; and
2. One (1) copy of this certificate of service

Please contact me with any questions or concerns at (206) 257-6014.

Sincerely,

A handwritten signature in black ink, appearing to read 'Esmeralda', written over a light blue horizontal line.

Esmeralda Valenzuela
Paralegal

cc: Alaska Labor Relations Agency (via e-mail and U.S. Mail)
Kristal Graham (via e-mail and U.S. Mail)
Alyssa Roble (via E-mail)

**ALASKA LABOR RELATIONS AGENCY
3301 EAGLE STREET, SUITE 206
ANCHORAGE, ALASKA 99503
(907) 269-4895 Fax (907) 269-4898**

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| Office use only | CHARGE AGAINST EMPLOYER |
| Case No -ULP | |
| Date Filed | Date Amended |
| SEE ATTACHED INSTRUCTIONS and FILING REQUIREMENTS | |
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT (Respondent) | |
| a. Name of Employer University of Alaska | b. Employer Representative to contact Danielle Foster - Director of Labor Relations |
| c. Address (street, city, state, and ZIP code) PO Box 755140 Fairbanks, AK 99775 | d. Telephone Number 907-450-8246 Facsimile Number E-mail dfoster4@alaska.edu |
| 2a. Full name of party filing charge (if labor organization, give full name, including local name and number) Coalition of Alaska University Staff for Equity / International Union of United Automobile, Aerospace & Agricultural Implement Workers of America (CAUSE-UAW) | |
| 2b. Address (street, city, state, and ZIP code) PO Box 80603 Fairbanks, AK 99708 | 2c. Telephone Number 206-604-1522 Facsimile Number E-mail dparsons@uaw.net |
| 2d. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Coalition of Alaska University Staff for Equity / International Union of United Automobile, Aerospace & Agricultural Implement Workers of America (CAUSE-UAW) | |
| 3. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of AS 23.40.110(PERA) or AS 42.40.760 (Railroad). The employer has committed the practice described in | |
| <input checked="" type="checkbox"/> 23.40.110(a)(1) - or 42.40.760(a)(1) Interference, coercion, or restraining employee in the exercise of rights guaranteed in AS 23.40.080 or AS 42.40.720. <input type="checkbox"/> 23.40.110(a)(2) - or 42.40.760(a)(2) Domination or interference with formation, existence, or administration of union. <input checked="" type="checkbox"/> 23.40.110(a)(3) - or 42.40.760(a)(3) Discrimination in hire or tenure of employment or a term or condition of employment to discourage or encourage union membership. <input type="checkbox"/> 23.40.110(a)(4) - or 42.40.760(a)(4) Discharge or discrimination against employee for participating in proceedings under P.E.R.A. <input type="checkbox"/> 23.40.110(a)(5) - or 42.40.760(a)(5) Refusal to bargain in good faith. | |

4. Collective Bargaining Agreement

Indicate one:

- There has never been a collective bargaining agreement covering the parties involved.
- A copy of the current (or most recent) applicable collective bargaining agreement is attached.

5. Status of Grievance Proceedings (check all that apply)

- a. A grievance has been filed and a copy is attached of each grievance step filing and all employer responses.
- b. A copy of the grievance filed at each step and the employer's response(s) is being furnished for investigative purposes only. (Service on employer not required.)
- c. Arbitration is scheduled for _____.
- d. An arbitration award has been issued and is attached, or will be provided when received.
- e. A grievance was not filed because: **no contractual grievance procedure exists.**

6. Statement of Facts

Clear and concise statements of the facts claimed by the party filing this charge to constitute the unfair labor practice(s) (including times, dates, places, occurrences, and participants in occurrences) are set forth in numbered paragraphs on separate sheets of paper attached to each copy of this charge.

7. Remedy Requested

The remedies requested for the claimed unfair labor practices are set forth on separate sheets of paper attached to each copy of this charge.

8. DECLARATION

I, Abby Lawlor, say on oath or affirm that I have read the foregoing document and believe that all statements made in the document are true.

By [Signature]
(Signature of representative or person making charge)

(Title or office, if any)

SUBSCRIBED AND SWORN TO before me at Hle, Washington, Alaska, this 4th day of June, 2026.



Notary Public in and for Alaska WASHINGTON
My Commission Expires: 5/7/2027

I certify that on 6/4/2026 (date) I mailed or hand delivered (circle one) a true and correct copy of this charge, to (include employer representative and, if the state is the employer, include the Attorney General and the Commissioner of Administration) Enter the name and address of person(s) served in the space provided below:

See Attached Certificate of Service

[Signature]
Signature

STATEMENT OF FACTS

1. This complaint is filed on behalf of the Coalition of Alaska University Staff for Equity/ United Automobile, Aerospace, and Agricultural Implement Workers of America (CAUSE-UAW or Union) alleging violations of AS 23.40.110(a)(1) and (a)(3).
2. The University of Alaska (University, UA, or Employer) is a public employer within the jurisdiction of the Alaska Labor Relations Agency (ALRA).
3. CAUSE-UAW is the exclusive collective bargaining representative for all University staff employees, excluding individuals already represented in another bargaining unit; employees who are co-employed by the University of Alaska Foundation; safety service employees; guards; supervisors; confidential employees; officers of the University and senior administrators; faculty; casual employees; temporary employees; and student employees. It was certified by ALRA on April 7, 2026.

In Summer of 2025, 2000 University Staff Launched a Campaign to Organize with CAUSE-UAW, Culminating in a Tally of Votes in Favor of the Union on April 1, 2026

4. In the early summer of 2025, a group of University employees publicly announced an effort to organize over 2,000 unrepresented University staff with CAUSE-UAW.
5. Key issues identified by the Union early in the campaign included “more equitable wages, job security, and more of a voice in [the] university system.”¹ On January 22, 2026, the parties signed a consent election agreement, resolving disputes between the parties about what positions would be in the bargaining unit (voting group), and agreeing that the election should occur from March 18–31, 2026.² This consent election agreement was accompanied by appendixes setting forth the individuals and job titles agreed to be excluded from the voting group as supervisory and/or confidential based on current job responsibilities, those agreed to be included in the voting group as of December 18, 2025, and two positions that remained in dispute.
6. Throughout the critical period of the election, the University was publicly opposed to the organizing effort.
7. In particular, for months leading up to the election, the University consistently warned the voting group that they would definitively not receive wage rate increases for the 2027 fiscal year (FY27) if they voted in favor of unionization. Statements to this effect were made by the University, including through its president, Pat Pitney, at multiple town hall meetings in Spring 2026, beginning in or around February 2026. The UA’s consistent position was that if the voting group approved CAUSE-UAW as their exclusive bargaining representative, then the parties would not be able to submit a full collective bargaining agreement (CBA) to the legislature for funding during the legislative session.

¹ <https://us17.campaign-archive.com/?u=d3a3c194db9ad2ca3bda633af&id=5aa5f172f4>. See also <https://www.cause-uaw.org/our-stories>.

² See January 22, 2026, Memorandum of Consent Agreement for Election.

8. The University erroneously maintained throughout the critical period and after the election that submission of a **full CBA** to the Legislature was a necessary precondition under Alaska law prior to the UA being permitted to lawfully raise wages for newly unionized employees in the voting group this fiscal year. The following snippets from an informational flyer that the UA emailed to the voting group and uploaded to its website before the vote are illustrative of the UA's position:³
 - “[I]f a staff union is formed, staff represented by that union wouldn't be able to receive the 3% across-the-board salary increase UA has requested...” (emphasis original).
 - “Under Alaska labor law (Alaska Statutes 23.40.215(B)), **all monetary terms (i.e., pay increases) in a collective bargaining agreement must be submitted to the Legislature for approval by the 60th day of the legislative session.**” (emphasis original).
 - “Because the [CAUSE-UAW] election would still be underway at the time of the 60th legislative day, no negotiated **monetary terms would be available to submit to the Legislature for FY27 consideration.**” (emphasis original).
 - “State law and UA policy are quite clear: unions negotiate salary increases on behalf of the employees they represent in a contract, and the contract must be approved and funded by the legislature... **[T]he status quo for represented employees requires salaries to be negotiated as a part of a contract and approved in line with state law.**” (emphasis original).
9. During the campaign, the University indicated that the voting group would receive wage rate increases in FY27 if voters elected not to unionize.
10. On April 1, ALRA tallied the votes and determined that CAUSE-UAW won the election with nearly two-thirds of voting group voting in favor of representation. On April 7, 2026, ALRA issued the certificate of election.

The University Initially Requested 3% Wage Rate Increases for Non-Union Staff and told the Legislature that Funding the Raise Would Help the University defeat the Union Campaign to Organize Those Still Non-Union Employees.

11. During the late summer and fall of each year, the University is statutorily required to prepare a proposed operating budget for the upcoming fiscal year and to transmit the proposal to the Governor's Office of Management and Budget (OMB) for review.
12. Prior to the Union's certification, the UA openly supported a 3% wage increase for all employees. Since at least September 2, 2025, the University had publicly announced its intention to request a 3% wage rate increase for University staff in the proposed operating budget for the 2027 fiscal year (FY27).⁴ The University's communications at that time indicated that it would request the 3% wage rate increase for *all* University staff.

³ Available at

<https://e1.envoke.com/m/d78bb323a2ab8f4f9de69386d98175bd/m/146a438364abd42768069a5c2096b2f4>.

⁴ <https://www.alaska.edu/opa/enews/2025/0902/>

13. In early November 2025, the University’s Board of Regents transmitted its proposed budget bill to OMB. The University’s proposed budget included the request for the across-the-board 3% wage rate increase for all University staff, regardless of union affiliation.⁵
14. On December 11, 2025, the Governor sent his proposed operating budget for FY27 to the Legislature. Prior to remittance, the Governor removed the request for funding to pay for wage rate increases for the University’s non-union staff and instead sought only the legislature’s approval to allow the University to spend funds it already had on the wage increase.
15. In a February 3, 2026, budget hearing before the House Finance University of Alaska subcommittee, University President Pat Pitney asked the subcommittee to amend the Governor’s budget proposal to include from state funds the 3% wage rate increase for the University’s non-union staff that the University had requested. President Pitney explained to the Legislators that the Governor’s choice to eliminate the funding for the University’s proposed wage rate increase for non-union staff was fueling the CAUSE-UAW union drive – a result which the University found to be a problem for its anti-union position. For example, President Pitney told the subcommittee:
 - i) “not including funding [for wage rate increases for the University’s non-union employees] isn’t helpful for our union organizing effort that’s going on now,”⁶;
 - ii) “the message to the employees [resulting from the Governor’s elimination of wage rate increases for non-union staff] was ‘the only way we’re going to fund you... [is if you unionize]’”;⁷ and
 - iii) “there is a union organizing effort active right now, and [the 3% wage rate increase issue] is being used as some of the excuse of why they’re doing it... the messaging that not including [non-union] salary increases and only including [raises for unionized staff] is kind of incentivizing this concept. And it’s disappointing.”⁸
16. In addition, on March 12, President Pitney declared that the 3% wage rate increase to the still non-union staff (including staff now represented by CAUSE-UAW) was “a critical condition to ongoing stability” for the University.⁹ President Pitney further indicated that the compensation increase was so critical that the University would be “force[d]” to fund the wage rate increases for these employees through reallocation of University funds if the Legislature did not accommodate UA’s request.¹⁰ Because of the “foundational” nature of the compensation increase for all University staff,¹¹ President Pitney indicated that the

⁵ <https://www.alaska.edu/opa/enews/2025/1104/>. See also <https://www.alaska.edu/opa/enews/2025/1107/> (“The [budget] request includes 3% across-the-board salary increases for bargaining units with contracts, and 3% for non-represented staff”).

⁶ <https://www.ktoo.org/video/gavel/house-finance-university-of-alaska-subcommittee-2026021023/?eventID=2026021023> at 13:30–14:35.

⁷ *Id.* at 23:38–24:34.

⁸ *Id.* at 24:40–25:43.

⁹ <https://www.ktoo.org/video/gavel/senate-finance-committee-2026031147/?eventID=2026031147> at 16:48.

¹⁰ *Id.* at 19:20–19:30.

¹¹ *Id.* at 20:10.

University would work to prevent the Governor from exercising his line-item veto power on the legislature's appropriation of additional funds for its non-union employees.¹²

17. On March 31, the House finance committee approved a budget amendment (Josephson Amendment) that provided an across-the-board 3% wage rate increase to all University staff, union or non-union, including funding for the voting group and other staff.¹³ The wordage of the budget amendment **specifically appropriated funds for a 3% wage rate increase to those eligible to vote in the CAUSE-UAW election regardless of whether eligible employees voted in favor of unionization.** The Josephson Amendment was consistent with AS 23.40.215 and provided a means for UA to lawfully pay the FY27 3% wage rate increase to voting group members in the event that the voting group voted to unionize with CAUSE-UAW. The Josephson Amendment did this by appropriating funds for a 3% wage rate increase for the newly organized employees, conditioned on the bargaining representatives' "approval" of the wage rate increases by July 1, 2026. In essence, the amendment would have ensured that funding would be available as soon as the parties agreed to a 3% wage increase, meaning that the CAUSE-UAW represented employees would not need to wait for another legislative cycle before receiving the same wage increase as other employees if the University was willing to agree with CAUSE-UAW to implement the wage increase at the start of FY27.
18. On April 1, the University's staff elected CAUSE-UAW as its collective bargaining representative. Immediately in the wake of CAUSE-UAW's victory, and in spite of the Josephson Amendment, which if included in the final budget would have lawfully allowed the University to implement the increase for the newly unionized staff, responded in a communication sent to those staff members informing them that they would not be receiving any increase at the start of FY27. University officials declared that CAUSE-UAW unit members would not be receiving the 3% wage rate increases. For example:
 - i) On April 1, the University HR team stated in a press release: "Since there is no contract yet in place for CAUSE, employees now represented by that bargaining unit are not eligible for the requested 3% across-the-board salary increase for FY27 ... Nonrepresented staff employees remain eligible for the 3% increase as requested by the University."¹⁴
 - ii) On April 1, Director of Public Affairs Jonathan Taylor (Taylor) was quoted in the press as making the following statement: "We ultimately would have to get

¹² See *id.* at 20:20–20:30 (President Pitney: "if the legislature funds full compensation [for all University] staff, [the University] would be able to work with the Governor to make sure that [the wage rate increases] would be maintained through the full cycle."). See also *id.* at 21:36–21:45 ("[The 3% across-the-board wage rate increase for University staff] is clearly the Board [of Regents]' top priority, and I think we have a good relationship with the Governor, and if funded through the legislature, I think we get it to stick.")

¹³ The amendment is found here: https://www.akleg.gov/basis/get_documents.asp?session=34&docid=13031. It is labeled #25. It was considered and passed at the 3/31/26 Finance Committee meeting at 5:29 pm to 5:41 https://www.akleg.gov/basis/Meeting/Detail?Meeting=HFIN%202026-03-31%2013:30:00#tab4_4.

¹⁴ <https://www.alaska.edu/hr/labor/labor-relations/staff-unionization/news/election-results.php>

- approval from the Office of Management and Budget for an increase for CAUSE to be considered, and we've already been informed that it will not be approved.”¹⁵
- iii) On April 2, Taylor was quoted in an article for the Alaska Beacon as stating CAUSE-UAW members would not be eligible for the 3% wage rate increase as a result of the unionization vote because there had not yet been a negotiated contract.¹⁶
 - iv) On April 3, KTOO reporter Jamie Diep directly asked Taylor about the Josephson Amendment that would allow a wage increase to go into effect whether or not the workers unionized, provided that if they unionized, the Board of Regents and Union would need to agree to the wage increase. Taylor stated “there is no contract between CAUSE and UA, meaning the university lacks the required legal mechanism to grant raises to CAUSE-represented employees” and generally indicated that the UA “has had limited time to analyze the [Josephson] Amendment” and “would have a clearer idea of the amendment’s impact if it makes it into the final budget.”¹⁷
19. On April 13, the House passed the budget bill including the Josephson Amendment, and on reconsideration the following day passed it again.¹⁸ It then referred the bill to the Senate for consideration.¹⁹
 20. On April 22, the House appropriations bill was referred to the Senate Finance Committee.²⁰
 21. On April 23, the Governor’s office asked the Senate Finance Committee to amend the budget in that body to **exclude** the previously approved 3% wage rate increase for newly organized CAUSE-UAW staff, but not for the staff that remained non-union.²¹
 22. In spite of President Pitney’s previous pronouncements that the across-the-board 3% wage rate increase was a crucial top priority for UA, Pitney reversed those position as to the newly unionized voting group in light of the certification of CAUSE-UAW and the House’s passage of the Josephson amendment which authorized the 3% for the voting group. The University’s new position was that Legislature should eliminate the 3% for the voting group, only, keeping it for other staff who remained unorganized. The University supported the Governor’s proposed amendment to eliminate the wage rate increase for the over 2,000 UA staff who newly organized with CAUSE-UAW. At an April 24 hearing before the Senate finance committee, OMB Director Lacey Sanders stated: “It would be premature to

¹⁵ Anna Lionas, *University of Alaska Staff Vote to Form a Union*, FAIRBANKS DAILY NEWS-MINER (Apr. 2, 2026), https://www.newsminer.com/news/education/university-of-alaska-staff-vote-to-form-a-union/article_8e5da2e4-b9a0-4ee6-aae6-b38ade9ba95f.html

¹⁶ Corrine Smith, *University of Alaska Staff Vote to Unionize*, ALASKA BEACON (April 2, 2026), <https://www.yahoo.com/news/articles/university-alaska-staff-vote-unionize-010101381.html>.

¹⁷ Jamie Diep, *University of Alaska Staff Successfully Vote to Form a Union*, KTOO (April 3, 2026), <https://alaskapublic.org/news/education/2026-04-03/university-of-alaska-staff-successfully-vote-to-form-a-union>. The second and third quotations are from the article but are not direct statements from Taylor.

¹⁸ <https://www.akleg.gov/basis/Journal/Pages/34?Chamber=H&Bill=HB%20263&Page=02142#2142>; <https://www.akleg.gov/basis/Journal/Pages/34?Chamber=H&Bill=HB%20263&Page=02170#2170>

¹⁹ <https://www.akleg.gov/basis/Journal/Pages/34?Chamber=H&Bill=HB%20263&Page=02250#2250>

²⁰ <https://www.akleg.gov/basis/Journal/Pages/34?Chamber=S&Bill=HB%20263&Page=02319#2319>

²¹ <https://www.ktoo.org/video/gavel/house-finance-committee-2026041277/?eventID=2026041277> at 5:05–11:11

provide any salary increases for [staff members who newly organized with CAUSE-UAW]. I have spoken with President Pat Pitney about this issue and we are on the same page...”²² At an April 27 presentation to the House Finance Committee, Director Sanders made similar statements, including that, “I did have conversations with the University about this.”²³

23. On April 30, without resistance from the University, the Senate Finance Committees adopted the Governor’s amendment excluding appropriations sufficient to implement the 3% wage rate increase for CAUSE-UAW employees.²⁴
24. Because the Governor’s amendment created a discrepancy between the House and Senate versions of the budget, the budget bill went to the Conference Committee to be reconciled. In the Conference Committee, the allocated funds and legislative approval that would have allowed the parties to agree to a 3% wage rate increase for CAUSE-UAW employees were eliminated.
25. The legislature passed the FY27 operating budget bill without appropriations or approval for the 3% wage rate increase for CAUSE-UAW represented staff, and thus eliminated any possibility for represented staff to receive the increase before FY28 even if the University and CAUSE-UAW should agree before July 1, 2027 to such a retroactive increase.
26. In mid-May 2026, the UA requested to meet with representatives from CAUSE-UAW to discuss additional positions the UA believed should be excluded from the bargaining unit as supervisory and/or confidential employees. CAUSE-UAW agreed to a one-time meeting with the UA on June 4, 2026, to review and understand the University’s list of identified exclusions. The Union did not agree to a rolling discussion of ongoing exclusion requests, nor was it aware that the University was seeking out new objections to add to its list on an ongoing basis.
27. On June 4, 2026, UA’s Chief Human Resources Officer (CHRO) Nickole Conley (Conley) sent an email to a UA listserv which included several CAUSE-UAW members at each of UA’s campuses titled “[UA Finance] FY27 Compensation Increases.” The email included a “fiscal year timeline” for FY27 created by UA’s HR team which illustrated when eligible UA staff would receive the 3% wage rate increase. The email also stated: “We also recognize that some employees in CAUSE are currently on the objections list and will be reviewed in collaboration with UA Labor Relations and UAW CAUSE based on the duties of their positions. Any CAUSE position on the objections list as of June 30 that is subsequently removed from CAUSE will receive a retroactive 3% increase. Objections submitted after June 30, 2026 will not be considered for the increase.”

²² <https://www.ktoo.org/video/gavel/senate-finance-committee-2026041262/?eventID=2026041262&startStreamAt=3824> at 1:07:28–1:08:47.

²³ <https://www.ktoo.org/video/gavel/house-finance-committee-2026041277/?eventID=2026041277> at 10:12.

²⁴ https://www.akleg.gov/basis/Meeting/Detail?Meeting=SFIN%202026-04-30%2013:30:00#tab3_4

28. Conley's email falsely implied that CAUSE-UAW and UA Labor Relations have agreed to actively negotiate the composition and/or scope of the bargaining unit, despite ALRA's certification of the CAUSE-UAW voter group on April 7, 2026.
29. In addition, Conley's email indicated to recipients within the bargaining unit that they may still receive the 3% wage rate increase in the event that they lodge an objection to their inclusion in the bargaining unit—or have a supervisor, dean, or director lodge such an objection on their behalf—on or before June 30, 2026.
30. Also on June 4, CAUSE-UAW and UA met for the previously scheduled discussion. CAUSE asked the UA to identify any positions the UA believed should be excluded from the bargaining unit based on changed circumstances since certification of the voter group. The UA was unable to identify any positions from the list of approximately 260 provided to the Union that it sought to exclude on that basis.

The University's Conduct Violates the Public Employment Relations Act

31. By falsely maintaining before and after the union election that the University would not lawfully be permitted to pay a wage rate increase to the voting group employees (even in light of the Josephson Amendment) if they voted to unionize with CAUSE-UAW; falsely implying that UA and CAUSE-UAW have agreed to negotiate over bargaining unit members' objections to their inclusion in the unit submitted on or before June 30, 2026; and indicating to unit members that they would receive a 3% wage rate increase if they successfully objected to their inclusion in the unit on or before June 30, 2026; the University interfered with bargaining members' collective bargaining rights in violation of AS 23.40.110(a)(1).
32. By actively supporting the Governor's efforts to eliminate previously approved appropriations for CAUSE-UAW bargaining unit members because the members voted in favor of unionization, and by nonetheless offering to pay the 3% wage rate increase to voting group members if they become unrepresented by CAUSE-UAW after June 30, 2026, the University unlawfully retaliated against bargaining unit members because they exercised their collective bargaining rights in violation of AS 23.40.110(a)(3).

REQUESTED REMEDIES

The Union requests that following remedies:

1. A finding that the University first supported legislation to authorize a 3% wage increase for the voting group to take effect July 1, 2026, both because that increase was critical to the University's success and because passage of the wage increase would help the University defeat the efforts of the voting group to unionize;
2. A finding that the University responded to the election of CAUSE-UAW by working to defeat legislation that would have allowed the 3% wage increase for the newly unionized group in retaliation against the voting group for electing to be represented;

3. A finding that the University would have continued to support the 3% raise for the voting group had the voting group declined union representation, and that if the legislature had not authorized that increase, the University would have reallocated monies to ensure that the voting group which had rejected the Union received the increase beginning July 1, 2026;
4. A finding that the University used the promise of a 3% wage rate increase for FY27 as an incentive for current unit members to object to their inclusion in the unit on or before June 30, 2026;
5. A declaration that the University interfered with bargaining unit members' collective bargaining rights and retaliated against bargaining unit members for voting in favor of unionization in violation of AS 24.40.110(a)(1) and(3);
6. A finding that the University's actions were flagrant violations of the Public Employment Relations Act (PERA);
7. An order requiring the University to make whole CAUSE-UAW and its members for any damages caused by its unlawful conduct, including, but not limited to, an order requiring the University to seek legislative approval for a retroactive 3% wage rate increase to CAUSE-UAW members for FY27;
8. An appropriate notice posting, including by electronic dissemination of the notice posting to all bargaining unit employees, physical posting of such notice, and reading of such notice by University management to bargaining unit members;
9. An order awarding attorney fees and costs incurred by CAUSE-UAW in filing and processing this unfair labor practice charge; and
10. Any other appropriate equitable and legal relief.

Sarah Derry
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derry@workerlaw.com
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ALASKA LABOR RELATIONS AGENCY

COALITION OF ALASKA UNIVERSITY
STAFF FOR EQUITY/INTERNATIONAL
UNION, UNITED AUTOMOBILE
AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA,

Petitioner,

And

University of Alaska,

Employer.

CERTIFICATE OF SERVICE

I, Esmeralda Valenzuela, hereby certify that on the date noted below, I sent via first class mail:

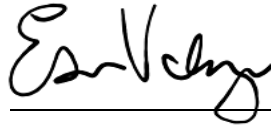
- The original and one (1) copy of Petitioner’s Charge Against Employer; and
- One (1) copy of this certificate of service

to the **Alaska Labor Relations Agency at 3301 Eagle Street, Suite 206 Anchorage, Alaska 99503** and **Kristal Graham at 188 West Northern Lights Blvd., Suite 1100, Anchorage, AK 99503-3985** on June 4, 2026.

I also caused to be emailed an electronic copy to Labor.Relations@Alaska.gov; kristalgraham@dwt.com; and alyssarobl@dwt.com on May 9, 2026.

- A copy of Petitioner’s Charge Against Employer; and
- A copy of this certificate of service

DATED this 4th day of June, 2026 at Seattle, Washington.



Esmeralda Valenzuela