

**ARTICLE 14**  
**Personnel Benefits**

14.1 University Pension

Unit members are eligible for the University Pension, as amended from time to time, or Social Security on the same basis as provided to unit members in place on the date of this Agreement. All disputes between a unit member and the University regarding eligibility for and ongoing participation in such matters shall be subject solely to the dispute resolution procedures provided in the plan documents.

14.2 Educational Benefits

- a. A Bargaining Unit Member will earn a three credit tuition waiver in each semester of employment. The waiver may be used by the unit member, his/her spouse, or dependent child under the age of 24, for graduate or undergraduate credit hour charges (tuition).
- b. Educational benefits provided in this Article are on a space available basis and do not apply to non-credit courses, self-support courses, and programs in which tuition or surcharges exceed the University norm.
- c. A unit member must promptly apply for and document eligibility for the waiver prior to fee payment, and no refund of paid tuition will result from the application of this provision.
- d. Except as specifically provided in this article, tuition waivers must be used during the term of employment in which they are earned. A unit member whose appointment begins after the course-add date, or in accordance with sub-section a. above, such unit member's spouse or dependent child, may use this benefit either during the term of the appointment in which it is earned or during the following semester.
- e. Effective January 1, 2003, an adjunct may accrue tuition waivers earned in accordance with this provision up to a maximum of 12 credits. Banked waivers expire 12 months after the Bargaining Unit Member's last assignment in the bargaining unit represented by United Academic – Adjuncts or upon employment in another class of employment eligible for tuition waiver.
- f. Once expired, a tuition waiver is not reinstated by subsequent employment.

### 14.3 Access to University Facilities and Services

During the term of appointment, unit members shall have access to libraries, public events, student recreation centers, and other facilities on the same basis as other university faculty.

### 14.4 Holidays

- a. The following holidays are observed by the University:
  1. Day of Spring Recess
  2. Memorial Day
  3. Independence Day
  4. An additional day before or after July 4, as specified by the President
  5. Labor Day
  6. Thanksgiving Day and the day immediately following
  7. An additional day before or after December 25, as specified by the President
  8. Christmas Day
  9. New Year's Day
  10. An additional day before or after January 1, as specified by the President
  11. Martin Luther King, Jr. Day in Celebration of Alaska Civil Rights
- b. Holidays falling on a Saturday shall be observed on the preceding Friday, and holidays falling on a Sunday shall be observed on the following Monday.
- c. Religious holidays may be observed by unit members as leave without pay. Advance approval must be obtained from the Dean or Director, or designee.
- d. Holidays may be changed at the discretion of the University.

#### 14.5 Parking

During the term of an appointment to teach at the main campuses of UAS, UAA and UAF, non-premium parking permits for parking at the main campuses will be made available to unit members at a rate that is 50% less than is charged non-represented employees. For example, at UAA the discount would currently apply to Green and Yellow semester or annual permits, and, at UAF, to monthly, 9 and 12 month permits, other than Gold reserved permits. In the event parking rates are increased for non-represented employees, the actual fee charged unit members will be increased proportionally.