

Summary of Changes to ASEA 2016-2019 Collective Bargaining Agreement

ARTICLE	CHANGE
6. Nondiscrimination and Affirmative Action	6.01 (A) Expanded covered classes
	6.01 (B) Employees will utilize the complaint process for discrimination claims
	6.03 Provided more detail to complaints filed under the Dignity Clause.
9. Nonpermanent Appointments	9.05 Updated name of Federal Program
10. Recruitment and Selection	10.01 (I) Updated name of DOLWD Division
12. Layoff	12.02 (A) (1) Added geographic expansion when there are no additional employees in the unit at that location. Employee must have been rated mid-acceptable or higher in year preceding layoff
13. Contracting Out	13.02 (C) Deleted in its entirety as it was an error in the previous contract
16. Grievance-Arbitration	16.01 (B) Timeline for filing a grievance now includes language to allow for 15 working days from response to NOPP
	16.01 (I) Expedited grievance process by reducing from four steps to three steps. Step 1 will now be with Human Resource Manager (not supervisor).
18. Performance Evaluations and Incentives	18.01 (A) (4) Employee is allowed two working days to review evaluation prior to discussing with supervisor.
19. Health and Security	<p>19.03</p> <p>Effective July 1, 2016, the employer health insurance contribution is \$1346/month/member</p> <p>Effective July 1, 2017, the employer health insurance contribution is \$1389/month/member</p> <p>Effective July 1, 2018, the employer health insurance contribution is \$1432/month/member</p>
21. Wages	21.02 For each year of the agreement the salary schedules will not increase.

	<p>21.03 Removed geographic differential rates that are no longer applicable.</p> <p>Employees in Cantwell, Delta Junction, Tok, Nenana, Whittier, Chitina, Gakona, Glennallen and Tazlina , and had their pay frozen will be eligible for merit increases and pay increments upon their next anniversary date after July 1, 2016.</p>
	<p>21.07 Added language regarding the possibility of bi-weekly payroll and mandatory direct deposit when feasible.</p>
22. Overtime and Premium Pay	<p>22.01 See LOA on Administration of Furloughs (16-GG-160). Requires 15 hours of furlough each fiscal year. See LOA and FAQ for detailed information</p>
	<p>22.02 Flexible Time Plan. Employee who work in excess of 45 hours in a workweek shall be eligible for flex credits retroactive to 40 hours in the week</p> <p>Flex credits may accumulate to a maximum of 200 hours on a rolling basis</p>
23. Meal and Relief Periods	<p>Clarification of meal break allowance</p>
26. Personal Leave	<p>Language change throughout to reflect leave year on a calendar basis (was previously December 16-December 15)</p> <p>26.09 (D) Clarifies when donated leave can be returned to donor</p>
30. Travel, Per Diem and Moving	<p>Travel, per diem and moving paid in accordance with the Alaska Administrative Manual</p>
42. Duration of Agreement	<p>July 1, 2016 through June 30, 2019</p>