

Summary of Changes in the ASEA 2019-2022 Collective Bargaining Agreement

This simplified summary is provided only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement.

ARTICLE	CHANGE
ALL	In an effort to align the CBA language with IRIS, all references to time have been changed to HOURS:MINUTES. For example, a leave accrual of 6.56 per pay period is now reflected as 6:34 hours per pay period. The amount of leave accrual has not changed.
1.02 C	Updated to recognize electronic process and specify meaning of date of notification.
2.02	Changes allowable steward functions from “dispute” to “personnel issues”. Change in wording from “work” to “regular duties” for release.
3	Updated to comply with Janus decision.
9.06 D	Deleted the requirement to reset calculations for 17 continuous weeks due to an approved absence.
11.02 C 2	Eliminates the requirement to serve a new probation period/establish a new MAD for those who promote to a higher level position and decide during the probationary period at the higher level, to use rehire rights to return to a job class in which they have permanent status.
11.09	Requires 10 working days’ notice to resign in good standing, unless this requirement is waived by the supervisor.
12.07	Implements the former Appendix I or LOA 15-GG-262
13.01 B	Adds an option to meet with Union when considering contracting out and mutually agree with Union if a feasibility study is needed before contracting out.
15.01 B 2	Incorporates existing language in Article 11.03 A regarding the filing of complaints at Step II for non-retentions for easier reference.
16.01 B	Establishes clear timeframes for Grievance filings regarding individual pay problems.

16 I 2 & 3	Updated to acknowledge the deleted grievance step negotiated in the 2016-2019 CBA.
17.01 A	Requires that any request for a review of individual position includes information to explain the basis of the request.
19.03 B	Employer contribution for Health Insurance shall be as follows: <ul style="list-style-type: none"> • July 1, 2019 at \$1,530 • July 1, 2020 at \$1,555 • July 1, 2021 at \$1,555
19.05	Allows the State to explore a Health Care Authority.
21.02 A	Wages increases as follows: <ul style="list-style-type: none"> • July 1, 2019 3% increase • July 1, 2020 1% increase • July 1, 2021 1% increase
21.03	Recognizes name change from Barrow to Utqiaqvik and adds Kiana and Pilot Station.
21.07 C	Establishes clear timeframes for NOPP filings and clarifies NOPP procedures.
22.01	Deletion of references to the Furlough LOA 16-GG-160.
22.06 B	Added language that limits the payment of Holiday Premium Pay to one shift for those who are regularly assigned to work two shifts that touch the holiday.
22.07	Incorporates existing LOA regarding nurse shift hours.
22.11	Provides a management discretionary option to pay premium pay, with approval from the Director of DOP&LR, when recruitment and/or retention difficulties exist.
25	Updated to reflect changed leave year.
25.09 A	Removes union contributions as a condition of employment.
26.03 B	Decreases available leave to less than 4 hours to be eligible for catastrophic leave.
App. B #16	Eliminates the requirement that all disciplinary suspensions are in workweek increments for FLSA exempt employees.

App. I	Eliminated as Appendix.
App. J	Update in lettering due to removal of previous App. I. Updated list of affected employees.