

Summary of Changes to the Labor, Trades, and Crafts 2015-2018 Collective Bargaining Agreement

| Article | Change |
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| 4.04 | Expanded list of classes subject to discrimination protection. Discrimination claims under this article are no longer subject to the grievance and arbitration provision of Article 9. |
| 13.01 E | New language for LTC employees temporarily assigned to work in a position outside the bargaining unit (acting). |
| 13.02 | Wages in effect on June 30, 2015 will remain in effect for the duration of the 2015-2018 agreement. |
| 13.02 B | Deleted, housekeeping change. |
| 13.02 F | Renumbered to “E”, increased period of rehire for step placement from two to three years. |
| 13.03 A | Reflects changes to job classes (title revisions and new job classes). |
| 13.04 | Removed Pay Increment wage table (no changes to Pay Increment wages). |
| 13.05 | Removed references to election districts. Subsistence locations are now listed by communities and the pay of any employee whose subsistence rate is inadvertently reduced due to this change is frozen. Deleted reopener language from 2013. Deleted language regarding subsistence language for employees working at camps, but provided transportation by their employer. Employees are paid subsistence based on their duty station location. |
| 13.06 A | Incorporated language from LOA 13-LL-066, adding the term “shift.” |
| 13.06 B | Incorporated language from LOA 16-LL-114 regarding how holidays are paid. |
| 13.06 C | Specifies shift differentials are paid for <i>regularly scheduled</i> shifts. |
| 14.01 | Incorporated language from LOA 13-LL-007. |
| 14.03 | Further clarifies when employees are entitled to call back pay. |
| 17.01 B | All mailed checks are considered paid timely if postmarked prior to payday. |
| 18.03 | Removed DMVA Alaska Day/Columbus Day holiday exchange language. |
| 19.01 B | New language, provides a cap of 1,000 hours on accrual of leave, exempting certain employees from the cap until 1/15/17. Added reporting requirement by DOF by 9/1 of each year of leave balances that exceed 900 hours. |
| 19.01 C | Changed leave year to coincide with the calendar year. |
| 19.03 | Increased the mandatory leave usage per leave year to 75 hours, and allows up to 37.5 hours of cashed-in leave to apply towards the mandatory leave usage. |
| 19.04 | Removed prohibitive language for applying cashed-in leave towards mandatory leave usage. |

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| 19.06 | New language providing for the return of unused donated leave to the donor, if not used after three pay periods. |
| 19.07 | Housekeeping change. |
| 22.02 C | Clarifying language permitting the employer to promote from outside the duty station in certain circumstances. |
| 22.03 A | Changed language to allow an employee to retain 50% of their seniority when accepting a transfer to another duty station. |
| 22.04 | Increased retention of seniority following layoff to three years. |
| 22.05 | Increased layoff return rights to three years. |
| 22.06 | Increased retention of seniority following layoff to three years. |
| 23.01 | Specified employer contributions to the health trust for the term of the CBA. Added language to allow the employer to request certain financial information from the health trust. |
| 23.02 | Increased employer provided life insurance to \$10,000. |
| 29 | Term of agreement shall be 7/1/2015 to 6/30/2018. New language stating that if the legislature rejects the monetary terms in any year of the contract, the parties will reenter negotiations. |
| LOA 16-LL-200 | New LOA - Administration of furloughs. Employees are subject to 15 hours of furloughs each fiscal year. The terms are specified in the LOA. |