

Summary of Changes to the Labor, Trades, and Crafts 2018-2021 Collective Bargaining Agreement

| Article | Change |
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| 4.03 | Section deleted in its entirety. |
| 4.04 | Renumbered to 4.03, second paragraph deleted, see new language in 7.09 |
| 4.05 | Renumbered to 4.04, removed language providing for 72 hours for the Union to refer candidates (see 4.07), added language regarding Veteran candidates. |
| 4.07 | Renumbered to 4.06. Change to the referral timeline allows Union three business days to provide qualified candidates. If the Union is unable to provide at least three qualified candidates, the Employer can use other means, including Workplace Alaska. When using Workplace Alaska, the Union may continue to provide referrals, but only until the posting closes. If requested, the Union will schedule interviews for referred applicants. |
| 4.09 | Renumbered to 4.08. Added “business” day for timeframe. |
| 7.09 | Added section regarding nondiscrimination. |
| 9.01 | New language for consistency with other agreements. |
| 11 | Allows for digital copies of requested records to be provided at no cost. |
| 12 | Housekeeping changes. |
| 13.02 | Wages in effect on June 30, 2018 will remain in effect for the duration of the 2018-2021 agreement. |
| 13.02 C and D | Clarifies that the merit/pay increment anniversary dates do not change on promotion or demotion, except when advanced due to LWOP. |
| 13.03 D | Updates language, removing outdated language regarding department level classification reviews. |
| 13.04 | Changes period between pay increments from two to three years, beginning with O Step (must have three years at N step). Under the terms of the current CBA, employees at N step and beyond, with a pay increment date of July 1, 2018, have met the two-year service requirement and therefore are entitled to the increase. All pay increment dates after July 1, 2018, for Steps O and beyond, will be advanced one year to meet the new three years of creditable service threshold. |
| 13.05 | Changes formula to calculate subsistence relative to the change in workweek effective 10/1/18; however, the formula change was reversed through LOA 18-LL-197. List of subsistence locations updated to reflect new locations previously added through LOAs. |
| 13.06 B | Section revised to reflect changes made through LOA 16-LL-114 and clarifies how holidays are paid. |
| 13.11 | Section deleted in its entirety. |

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| 14.01 | Changes workweek to a 40-hour workweek effective 10/1/18. Includes language that the monetary change must have legislative approval, otherwise the change will be effective 7/1 of the year following approval. |
| 15.01 | Incorporates definition of travel status from the Administrative Manual. |
| 15.02 | Housekeeping changes. |
| 15.03 | Clarifies that employees will be entitled to M&IE when in travel status ten or more hours and traveling more than fifty miles away from their duty station. Furthermore, employees will be paid the short-term rate of M&IE for the first 30 days, then they will be paid the long-term rate beginning the 31 st day. |
| 16 | Removes the requirement to retain timecards for 65 days. The information is available in IRIS/ESS. |
| 17.01 | All checks postmarked or deposited by payday are considered timely. |
| 19.01 A | Leave accrual rates updated to reflect hours:minutes. |
| 19.01 A | Effective 10/1/18, leave accrual rates increase to reflect a 40-hour workweek. |
| 19.01 B | Housekeeping changes. |
| 19.02 A | Reduces the advance notice for requesting leave from 45 to 30 days and reduces the period the Employer must respond to the request from 15 to 10 working days. Allows Employer to establish a policy to require up to 45 days advance notice when there is a business need. |
| 19.03 | Beginning 1/1/19, increases the mandatory leave usage per leave year to 80 hours, and allows up to 40 hours of cashed-in leave to apply towards the mandatory leave usage. |
| 19.07 | Section deleted in its entirety. |
| 19.10 | Establishes emergency leave bank, describes eligibility, how leave is contributed, administered, and utilized. |
| 20.04 | Clarifies that 16.5 working days is 123:45 hours:minutes of work time (16.5 days x 7.5 hours). |
| 20.05 | Revises Jury/Court leave rules. New language allows temporary reassignment of remotely stationed employees to allow the employees to work when they are not needed for jury duty and cannot return to their duty station. Revision also requires employees to return to work when they only serve jury duty for a partial day or are on-call. |
| 20.07 | Revised to describe when members are assessed personal leave for transfer to the Union Business Leave Bank. Converts the UBL Bank from an hours bank to a dollars bank. |
| 21.02 | Clarifies reference and allows Union to request agency published safety manuals. |
| 21.04 | Allows Union to request safety meetings precede or follow a relief/meal break to allow the Union time to meet with members. |

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| 21.06 G | Requires Employer to establish an evacuation plan to respond to seriously injured employees working in remote locations. |
| 21.11 | Requires Employer to ensure that sanitary facilities appropriate to the situation and environment are available during construction and maintenance operations. |
| 22 | Housekeeping changes. |
| 23.01 | Specifies amount of monthly Employer per employee contributions to the Union's health trust for each year of the agreement. |
| 23.04 | Adds Health Care Authority reopener language. |
| 25 | Incorporates LOAs 17-LL-030 and 18-LL-053, and housekeeping change. |
| 26.04 | Section deleted in its entirety. |
| 27 | Revises the rental schedule for employees living in State-owned or State-controlled housing. |
| 27.01 | Revises the Rental Base and Geographic Differential definitions. |
| 27.03 | Protects current employees (those living in the units on 6/30/19) from a rate increase. Beginning 7/1/19, per bedroom rental rates increase. |
| 27.03 C | New language, if the number of occupants is less than the number of bedrooms, rental rates are based on number of occupants. |
| 27.09 | Updates Geographic Differential Factors from Election Districts to Location (based on subsistence rates in 13.05). |
| 27.10 | Increases the monthly utility charge from \$200 to \$250. |
| 27.11 | Increases the monthly rental rate for mobile home pads from \$142 to \$175. |
| 27.12 | Increases the damage deposit from \$200 to an amount equal to one-half the first month's rent. |
| 29.01 | Term of the agreement is three years, 7/1/18 to 6/30/21. |
| 29.04 | Updates timeframe to negotiate successor agreement. |
| Appendix A | Housekeeping changes. |
| LOA 18-LL-107 | LOA - Administration of furloughs. Employees are subject to 16 hours of furlough during first year of agreement. The terms are specified in the LOA. |