

Summary of Changes in the PSEA-DOT&PF (Airport Police & Fire Officer) 2023-2026 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. Non-substantive changes to fix or cleanup language are omitted.

Structure:

ARTICLE	CHANGE
13	Article 13; Employee Housing was deleted, and subsequent articles were re-numbered accordingly. Article 14 became article 13 and so forth.

Pay and Leave:

ARTICLE	CHANGE
14.02.B	7% raise in the first year of the agreement, 4% raise on the second year, and 10% raise in the third year of the CBU.
14.03	Clarifies Education Incentive Premium Pay qualifiers to add national registry EMT and AAAE issued Airport Master Firefighter certifications.
14.13	Overtime and RDO premium pay language simplified.
14.14	Remote Screening Point Coverage for Adak standby pay language added.
14.24	Step placement upon direct promotion from APFO 2 to APFO 4 rules and provisions added.
15.01	Observance of Holiday language simplified.
18.03	Merit Increases sub-article changed to 'Performance Increases' and performance incentive step placement qualifications added. Delayed performance incentives addressed.
Appendix	Provides for a master agreement for individual alternate work schedules and for individual flexible schedules. Letter of Agreement added for Anchorage International Airport employment. Added MOU regarding implementation of the CBA.

Work Rules (not affecting pay):

ARTICLE	CHANGE
3.01	Clarifies and simplifies the Association Membership & Representation parameters to include that membership is voluntary and that non-Association members may be charged a fee for representation.
3.02	Noncompliance sub-article deleted.
3.03	Exception sub-article deleted.
9	Added language regarding temporary changes to duty schedules to say the Employer will make every attempt to notify Member of schedule changes within 14 days.

12	Added language regarding members requesting transfer to vacant APFO positions. Removed classification levels to simply state APFO's rather than APFO II, APFO III, etc.
20	Changes to Uniforms and Cleaning Allowance to allow for an additional tie and specifiers 'Parka' and 'Utility' removed to allow for two 'Jacket's.

