

Summary of Changes to APEA 2021-2024 CBA

Article 4	Merit Principles	<p>4.2. Performance incentives require affirmative approval. Untimely performance incentives will be granted retroactively upon affirmative approval.</p> <p>4.3. Performance appeals arbitration costs borne solely by losing party.</p>
Article 6	Contracting Out	<p>6.01. Requires parties to meet prior to contracting out to discuss the need for a feasibility study. If the parties don't agree, a feasibility study shall be done. If the decision by the State to contract out is based in whole, or part, on cost savings, a feasibility study will be done. <i>Consequently, the State may contract out for any reason so long as these provisions are followed.</i></p> <p>6.01.E. If all a supervisor's subordinates are contracted out, then so can the supervisors position without a feasibility study.</p>
Article 7	Employer/APEA Responsibilities	7.3. Adds sexual orientation and gender identity to protections against discrimination
Article 9	Security of the Parties	<p>Minimally compliant language around Janus rights</p> <p>9.10. APEA shall have the right to use reasonable bulletin board space</p>
Article 11	Protection of Rights	<p>11.3. Clarifies members responsibility to return equipment and their financial liability for not doing so within 5 working days. The employer may withhold value of unreturned, lost, or damaged property from termina leave.</p> <p>11.6. Eliminated 45 day barrier for the employer to implement disease testing or fingerprint program, to a meet and confer with the union prior (union must request otherwise no obligation on SOA).</p>
Article 16	Tools, Uniforms, and Safety	<p>16.3. Adds requirement that unsafe working condition or task must pose a direct risk to the employee refusing to work</p> <p>16.3.A. Employees may not continue to refuse to work if the citation by Dept. of Labor is less than serious or willful or the condition has been abated by the employer.</p>
Article 18	Recruitment	18.9.B. The employer may transition to annual performance evaluations at the same time for the agency or subagency
Article 21	Examination of Records	21.2. Minor housekeeping
Article 24	Wages	<p>24.1. 3/1/1 COLA for SU membership at large with a separate increase of 3/3/0 for law enforcement (LOA 21-SS-205)</p> <p>24.2. Change increments to every 2 years instead of 3.</p> <p>24.6. Increase hazard pay to 15%</p> <p>24.8. Higher step increase with promotional rules (4 instead of 3, or 3 instead of 2)</p> <p>24.9.E. Allows employer to deduct the value of lost, stolen, or damaged state equipment from termination leave.</p>

Summary of Changes to APEA 2021-2024 CBA

		24.14. Includes DOC and members SORT authorized to receive 5% premium. Housekeeping and minor changes made throughout to account for change to biweekly payroll.
Article 25	Overtime, Recall, and Standby	25.1. Eliminates limitations on furloughs. 25.5.B.1. Simplifies standby pay and makes uniform with PSEA contract.
Article 28	Health and Security	28.3.C. Sets monthly premiums not to exceed 15% of the select benefits economy plan 28.7. The union may request a meet and confer over leaving AlaskaCare only once during the life of the contract and must split the actuary bill provided by the State for doing the analysis.
Article 29	Leave	Housekeeping changes for biweekly conversion.
Article 30	Discipline and Notification	30.1. Adds excessive force, serious maltreatment, abuse, or neglect of individuals in the care and custody of the State as egregious misconduct
Article 37	Legal Trust Fund	37.1.B. Legal trust must be equally available to union members and nonmembers alike within the bargaining unit.
Article 39	Printing of the Agreement	Housekeeping about the distribution of the finalized agreement.
Article 40	Duration of the Agreement	Effective July 1, 2021-June 30, 2024.
21-SS-206	MOU regarding union membership	The parties agree to the Article 9 language accepted until resolution of Belgua vs. Inslee, in which case the parties must meet to negotiate applicable changes.