

Summary of Changes to the APEA (SU) 2024-2027 Collective Bargaining Agreement

Article	Change
1.2	Revised – Removed “just cause” definition.
4	Revised – Article title change
4.2, 4.3, 4.5	Housekeeping revisions.
8.1	Revised – All labor-management committee (LMC) meeting requests will be submitted to the Director of the Division of Personnel and Labor Relations. Both parties agree to respond in good faith to establish the LMC without five (5) business days. Removed provision to meet at the end of each calendar year.
10.1	Housekeeping revisions.
10.2	Revised – Deletion of postmark or signed verification as grievance filing acknowledgement. Revised –streamlined grievance filing process after NOPP has been filed. Revised – Change to letters of warning and/or reprimand not being subject to the grievance procedure, and bargained sunset clause
10.3, 10.4	Housekeeping revisions.
10.6	Revised – Removed restrictions on what type of grievance can be arbitrated. Reduced list of arbitrators from 27 to 21.
18	Revised – Article title change
18.3,	Housekeeping revisions.
18.9	Housekeeping revisions Revised – Updated procedure to reflect AspireAlaska annual evaluation program.
21.1	Revised – Removed ability to request “derogatory material” removal after two years (provision moved to 10.2).
24.1.A-C	New – Provides for COLA of 5-1.25-2.5 or higher
24.1.D	New – In addition to COLA increases, on July 8, 2024 all employees, except those eligible for step increases will be given a one (1) step increase. Step A will be removed from the salary schedules and all remaining merit steps will be retitled. Pay increment and merit anniversary dates will remain unchanged.
24.1.E-F	New – In addition to COLA increases, effective July 1, 2025 wages will receive a one-time market adjustment of 1.75%. However, Strike Class 1 law enforcement salary schedules will have an additional one-time market adjustment of 3.25%.
24.9	Revised – Increase response time for NOPPs to 20 working days.
24.12	Revised – Employees working for the Department of Corrections who are assigned to positions that supervise correctional officers within institutions will receive three steps above the earned step on the applicable salary schedule.
25.5	Revised – Removal of “due to an emergency” when an employee is assigned to be on standby during his/her regular day off (RDO).
25.10	Revised – Flextime credits are retroactive to 40 hours when an employee works in excess of 45 hours in a workweek. Strike Class 1 and 2 employees directly engaged in duties relating to emergency assignments with an impact to the protection of life, health, and safety may credit more than 16 hours of work.
25.11	Requiring written approval for incidental flex.
29.1	Housekeeping revision.
29.9	Revised – Clarified when the Association Business Leave Bank will be credited three (3) hours of personal leave from each member.
40	Revised – Changes dates to reflect the new term of the agreement.