

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC EMPLOYEES LOCAL 71
representing the
LABOR, TRADES AND CRAFTS UNIT

Tok District Flexibly Staffed Position

13-LL-043

Recognizing the difficulty to fill positions in the Tok District, it is mutually agreed between the parties that the following terms and conditions shall be applied towards the position of Equipment Operator Journey II WG 53, PCN 25-2009 in South Fork. No provisions of the July 1, 2012 through June 30, 2015 master agreement not specifically referenced are modified by this agreement.

1. The Tok Maintenance District shall be allowed to fill PCN 25-2009 at the South Fork Maintenance Station as a flexibly staffed position. The position may be filled at the Equipment Operator Journey I (WG54) or Equipment Operator Journey II (WG53) level, depending on the qualifications of the selected applicant. If the position is filled at the WG54 level the following applies:
 - a. The incumbent will be scheduled to work at the WG 54 level for one (1) year and must successfully pass the WG53 test and receive an acceptable or higher performance rating in order to continue employment and advance to the next level.
 - b. Upon successful completion of required testing, a recommendation for advancement will be prepared by the Foreman and the Tok District Superintendent. A performance evaluation report will then be prepared and approved by the Tok District Superintendent, either recommending advancement to the next level, continued employment at the current level, or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent's probationary period will be extended an additional two (2) months.
 - c. Upon receipt of a performance evaluation report recommending advancement to the next level (and accompanying test results), Department Human Resource staff will advance the incumbent to Equipment Operator Journey II (WG53) effective the first day of the pay period following receipt of the documents. Department Human Resource staff will notify the Tok District Superintendent when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received from Department Human Resource staff.
 - d. If the incumbent is unable to successfully complete the WG 53 test and/or does not have a performance evaluation report showing acceptable or better performance in each rating area by the completion of one (1) year of work in the position, unless extended as above, the incumbent's employment will be immediately terminated.
2. In the event the incumbent is unable to satisfactorily complete probation, the incumbent shall have rights under Article 13.07.D of the agreement, if applicable, with duty station seniority accruing from the first day of employment.
3. The incumbent appointed to PCN 25-2009 must agree to these terms by signing a copy of this agreement upon hiring.

This agreement is effective upon signing and remains in effect until June 30, 2015 except that it may be cancelled by either party with fifteen (15) days written notice.

This agreement is entered into solely to address the specific circumstances of this particular matter and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any dispute, grievance, arbitration, hearing, or any other forum except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA

FOR PUBLIC EMPLOYEES Local 71

Nancy Sutch
for _____
Nicki Neal, Director
Division of Personnel & Labor Relations
Department of Administration

8/31/12
Date

Dennis Moen

Dennis Moen
Business Manager

8/29/12
Date

Employee's Signature

Date