

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA STATE EMPLOYEES ASSOCIATION
representing the
GENERAL GOVERNMENT UNIT

DOC EM APO II; Alternate Workweek

14-GG-045

It is agreed between the parties that the following terms and conditions of employment apply to the incumbents of PCNs 20-4453, 20-4466, 20-4467, 20-7205, 20-7208, 20-7209, 20-7210, and 20-7213, all Adult Probation Officers II in the Electronic Monitoring Section of the Division of Probation and Parole, Department of Corrections. No provision of the July 1, 2013 through June 30, 2016, master agreement not specifically referenced is modified by this agreement.

As provided in Article 22.01 the following terms and conditions apply to the alternative workweek schedule described below. The workweek shall be in accordance with the Fair Labor Standards Act (FLSA). In accordance with Article 4 and 27, Management reserves the right to make final determinations concerning scheduling.

1. The affected employees' work schedules will normally consist of five consecutive work days, Monday through Friday, and will include mid-way through each work day either a one (1) hour or a one-half (.5) hour unpaid lunch break. However, on a rotational basis, each employee will work an alternate schedule for one week. The alternate schedule will consist of four consecutive work days, Thursday through Sunday, with Thursday being a seven and one-half (7.5) hour work day and Friday through Sunday being ten (10) hour work days.
2. This alternate work schedule will be rotated equally between the affected employees. When all eight positions are filled the rotation will be every eighth week. After working the alternate schedule each employee will immediately return to the Monday through Friday schedule, until their next rotation.
3. Article 24.02 shall be amended as follows:
A designated holiday will normally be observed on the calendar day on which it falls, except that if the holiday falls on an employee's regularly scheduled day off (RDO), the day of observance of the holiday will be rescheduled to another day within the workweek.

If a designated holiday falls on an employee's scheduled day of work (including when rescheduled) and the employee observes the holiday, the difference between the seven and one-half (7.5) hour holiday and the scheduled hours of work for that day will, at the member's request and business permitting:
 - a. be added to other days within the workweek; or
 - b. be taken as Annual/Personal Leave in order to maintain the established schedule.
4. Leave will be charged hour-for-hour based on the hours an employee was scheduled to work. The employees will accrue Annual/Sick or Personal Leave in accordance with Article 25 and Article 26.

This agreement supersedes LOA 10-GG-241. This agreement is effective July 1, 2013 and remains in effect through June 30, 2016, except that it may be canceled by either party with fifteen (15) days written notice.

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

FOR THE STATE OF ALASKA:

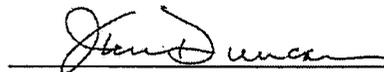
FOR ASEA/AFSCME Local 52:



Nicki Neal, Director
Division of Personnel & Labor Relations
Department of Administration

2/19/14

Date



Jim Duncan
Executive Director

2/14/14

Date