

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA VOCATIONAL TECHNICAL CENTER TEACHERS' ASSOCIATION

Article 20.B; Donated Leave Processing

14-TA-013

It is agreed between the parties that the following terms and conditions of employment shall apply to all employees covered by the Alaska Vocational Technical Center Teachers' Association (AVTECTA) Collective Bargaining Agreement. No provision of the July 1, 2011 through June 30, 2014, master agreement not specifically referenced herein is modified by this agreement.

Article 20.D, paragraphs 2, 3 and 4 are amended to read as follows:

2. The Association will be responsible for gathering all leave donations and forwarding to the Division of Personnel & Labor Relations Payroll Services Supervisor for the department. Leave donations will be posted by the Employer in date and order received to the recipient's donated leave account as needed. Donations will not be posted for use in a pay period prior to that in which received. Once an employee returns to work, if after three pay periods in which the donee does not require the use of donated leave, the leave donated and not used by the donee shall be returned to the donor.

3. The Employer will convert the donated leave to dollars at the annualized hourly rate of the donor. That dollar amount will be converted to leave at the annualized hourly rate of the recipient and the appropriate hours of leave will be added to the recipient's donated leave account for use as sick leave. The total amount of leave credited to the recipient's donated leave account shall not exceed 300 hours during the life of the current agreement. Donated leave may not be used until all accrued personal leave has been exhausted.

4. Once the Employer has completed the above process, the state will not be obligated for further processing or liabilities resulting there from. Once the donation has been transferred to the recipient, the donation cannot be withdrawn, modified or otherwise returned to the donor's leave account. Upon the death of a member, any unused donated leave shall be paid in cash to the member's beneficiaries at the member's annualized hourly rate.

This agreement is entered into solely to address the specific circumstance 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:

Nancy Sutch

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

10/2/13

Date

FOR AVTECTA:

Dale Butts

Dale Butts
President

09\09\2013

Date