

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

**Emergency Services Dispatchers at Anchorage International Airport;  
Alternate Workweek**

**15-GG-173**

It is agreed between the parties that the following terms and conditions of employment apply to the full-time Emergency Services Dispatcher I positions at Anchorage International Airport (AIA). No provision of the July 1, 2013 through June 30, 2016, master agreement not specifically referenced is modified by this agreement.

1. The normal workweek will consist of thirty-seven and one-half (37.5) hours in pay status from Sunday midnight to Sunday midnight within three (3) consecutive days. Each employee shall be entitled to four (4) consecutive days off each week.

Each employee will be assigned either day shifts or "graveyard" shifts. Day shifts will consist of twelve and one-half (12.5) hours in pay status from 06:00 to 19:00 with a one-half hour unpaid meal break approximately midway of each work shift. Graveyard shifts will consist of twelve and one-half (12.5) hours in pay status from 18:00 to 07:00 with a one-half hour unpaid meal break approximately midway of each shift, except that the meal break on Sunday graveyard shifts will begin after midnight.

Article 23.02 C applies. Employees shall be allowed a fifteen (15) minute paid relief period approximately mid-way through each four-hour block of their work shift. The parties understand that no more than three such relief periods may be taken during any shift greater than ten hours, but less than twelve and a half (12.5) hours. Relief breaks may not be combined, nor taken at the end of a shift.

2. **Article 21.04 B** shall be amended as follows:  
All bargaining unit members who work a "graveyard" shift which starts between 18:00 and 05:59 are entitled to a seven and one-half percent (7.5%) increase over their basic salary for all hours worked in each such shift.
3. **Article 24.02** shall be amended as follows:  
If a designated holiday falls on an employee's regularly scheduled day off, the holiday will be rescheduled to a regularly scheduled work day in that work week.

When a designated holiday falls on the employee's scheduled day of work (including when rescheduled), the difference between the regularly scheduled hours of work and the 7.5 hours holiday, or the hours actually worked, whichever is the greater, shall, at the employee's request and business permitting:

- a. Be added to other days within the workweek; or
- b. Be taken as leave in order to maintain the established schedule.

This agreement supersedes LOA 13-GG-040. This agreement is effective January 1, 2015 and remains in effect through June 30, 2016, except that it may be canceled by either party with thirty (30) 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.

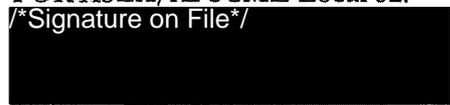
**FOR THE STATE OF ALASKA:**

**/\*Signature on File\*/**  


Kate Sheehan, Director  
Division of Personnel & Labor Relations  
Department of Administration

1/14/15  
Date

**FOR ASEA/AFSCME Local 52:**

**/\*Signature on File\*/**  


Jim Duncan  
Executive Director

1/14/15  
Date