

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

**Part-time Emergency Services Dispatchers at Fairbanks International Airport;
Alternate Workweek**

15-GG-236

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

1. Part-time employees may be assigned either day shifts or "graveyard" shifts. Day shifts will consist of twelve and one-half (12.5) hours in pay status from 0600 to 1830 with a one-half hour paid meal break approximately midway of each work shift. Graveyard shifts will consist of twelve and one-half (12.5) hours in pay status from 1800 to 0630 with a one-half hour paid 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 A shall be amended as follows:
All bargaining unit members who work a "swing" shift which starts between 1000 and 1759 are entitled to a three and three-quarters (3.75%) increase over their basic salary as established by this Article for all hours worked on each such shift.
3. Article 21.04 B shall be amended as follows:
All bargaining unit members who work a "graveyard" shift which starts between 1800 and 0559 are entitled to a seven and on-half percent (7.5%) increase over their basic salary as established by this article for all hours worked in each such shift.
4. 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 a bargaining unit member'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 a bargaining unit member's scheduled day of work (including when rescheduled from the RDO) and the employee observes the holiday, the employee will receive holiday pay, prorated in accordance with the guidance outlined in the Alaska Administrative Manual (AAM 209.050). The difference between the hours the employee is

scheduled to work and pro-rated hours shall, at the employee's request and business permitting:

- a) be added to/subtracted from other days within the workweek; or
- b) be taken as (Annual/Personal) leave in order to maintain the established schedule.

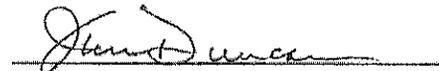
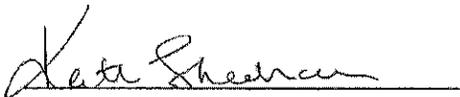
5. Leave shall be charged hour-for-hour based on the number of hours the employee was scheduled to work consistent with past practice. Leave accrual will be prorated based on hours in pay status in the pay period.

This agreement is effective upon signing 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:



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

Jim Duncan
Executive Director

6/10/15
Date

6/5/2015
Date