

**INDIVIDUAL LETTER OF AGREEMENT**

between the  
**STATE OF ALASKA**

and the  
**PUBLIC EMPLOYEES LOCAL 71**  
representing the  
**LABOR, TRADES AND CRAFTS UNIT**

**PCN 25-1183; Hazard Pay**

15-LL-010

It is agreed between the parties that the following terms and conditions of employment shall apply to incumbents of PCN 25-1183 upon employment as Equipment Operator Foreman I with the Department of Transportation and Public Facilities, Central Region Highways and Aviation. No provision of the July 1, 2012 through June 30, 2015 master agreement not specifically referenced is modified by this agreement.

1. Incumbents of PCN 25-1183 who are required to perform work under dangerous conditions, specifically piloting low altitude, light fixed-wing aircraft, shall receive a hazard pay differential of 7.50% of their regular hourly rate, paid in four (4) hour increments, when performing work as a pilot.
2. The premium pay provided in this agreement may not be compounded or pyramided.

This agreement is effective July 16, 2014 and will remain in effect through June 30, 2015, except that it may be canceled by either party with fifteen (15) calendar day's written notice. This agreement is entered into solely to address the specific circumstance of this particular situation. It does not establish any practice or precedent between parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing or any forum, except as may be necessary for execution of its terms.

**FOR THE STATE OF ALASKA:**



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

7/2/14  
Date

**FOR PUBLIC EMPLOYEES Local 71:**



Cathy Lavender  
Business Representative

7/2/14  
Date