

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

Positions in the Nurse and Licensed Practical Nurse  
Classifications in the Alaska Pioneer Homes; Alternate Workweek

16-GG-046

It is agreed and understood between the parties that the following terms and conditions of employment apply to all employees in the Nurse and Licensed Practical Nurse classifications at the Alaska Pioneer Homes, Department of Health and Social Services. No provision of the July 1, 2013 through June 30, 2016, master agreement not specifically referenced is modified by this Agreement.

In accordance with Article 4-Management Rights and Article 27-Shift Assignment, Management reserves the right to make final determinations concerning scheduling. The workweek shall be in accordance with the Fair Labor Standards Act (FLSA). The workweek and the work period for each individual shall be established in writing by the supervisor on the corresponding assignment form.

Alternate Workweek Schedule

1. The work schedule shall consist of three ten (10) hour workdays and one seven and one-half (7.5) hour workday within the defined workweek, alternating weekly, with two (2) consecutive days off each week. The defined workweek begins on Sunday at midnight and ends the following Sunday at midnight.
2. 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 be observed within the workweek. All work days on which a designated holiday falls, including when rescheduled, will be scheduled as the seven and one-half (7.5) hour day and the remaining three (3) workdays within the workweek will be ten (10) hour workdays.
3. Leave shall be charged hour-for-hour based on the number of hours the employee was scheduled to work consistent with past practice
4. Bargaining unit members may be temporarily reassigned to a traditional workweek of five (5) seven and one-half (7.5) hour days when travel assignments, staff training sessions, or other reasons require such scheduling.

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:

/\*Signature on File\*/

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

Date

10/9/15

FOR ASEA/AFSCME Local 52:

/\*Signature on File\*/

Jim Duncan  
Executive Director

Date

10/9/15