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

Change of Leave Year to January 1 to December 31

16-TA-035

It is agreed between the parties that the following terms and conditions of employment apply to all employees covered by the AVTECTA Unit agreement. No provision of the July 1, 2014 through June 30, 2017 master agreement not specifically referenced herein is modified by this agreement.

1. In implementing the State's new Integrated Resource Information System's (IRIS) Human Resource & Payroll system requires that the current defined leave year of December 16 to December 15 be changed to coincide with the calendar year, January 1 to December 31. As such, articles in which the leave year is referenced are revised as follows:

   20.K Non-War Military Duty Absence and Payment
   A bargaining unit member who is a member of a reserve or auxiliary component of the United States Armed Forces is entitled to a leave of absence without loss of pay, time or performance rating without regard to other compensation earned during that period on all days during which the bargaining unit member is ordered to training duty, as distinguished from active duty, with troops or at field exercises, or for instruction, or when under direct military control in the performance of a search and rescue mission. The leave of absence may not exceed sixteen and one-half (16-1/2) working days in any twelve (12) month period, beginning January 1 and ending December 31 of the same calendar year. Upon return from military leave, the bargaining unit member shall be placed in the last position held.

   20.M Sick Leave Bank
   Thereafter, members of the Bank shall each donate to the Bank a leave day (7.5 hours) each January 1 until the Bank reaches a maximum balance of 150 days (1,125 hours). Except for new participants, no more leave donations will be deducted until the Bank is depleted to 60 days (450 hours).

   When the 60-day (450 hours) minimum is reached each member of the Bank will again contribute one sick leave day (7.5 hours) each January 1 until the Bank again reaches a maximum of 150 days (1,125 hours).

2. Leave without pay (LWOP) incurred from December 16 through December 31 during the transition period will not impact an employee's Merit Anniversary Date (MAD) or Leave Base Date (LBD).

3. Individual Letters of Agreement will be considered on a case by case basis for employees that are negatively impacted due to the transition period.

4. This agreement is effective upon signature.

FOR THE STATE OF ALASKA:

/*Signature on File*/

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

10/5/15
Date

FOR AVTECTA:

/*Signature on File*/

Dale Butts
President

9/24/15
Date