

Summary of Changes to APEA 2018-2021 Collective Bargaining Agreement

ARTICLE	CHANGE
2. Recognition	2.2 B. Increases short-term nonperm duration to 120 days
	2.2 G. Updated name of Federal Program
10. Complaint – Grievance-Arbitration	Union to provide courtesy copies to Labor Relations email account
11. Protection of Rights	11.5 E. deleted language providing layoff rights to employees who obtain required license within three years of being separated
13. Conditions	13.2 D. adjusted minimum hours for meal break based on 40-hour work week
17. Layoff	17.7 Deleted language that terminated layoff rights if employee is appointed to retirement
	17.8 Clarifying language for when layoff rights expire.
18. Recruitment	18.8 A. 1. Resignation: Deleted language requiring resignation to be presented to supervisor outside the bargaining unit
	18.8 A. 2. Adds language requiring two weeks' notice when resigning to take another position in the classified service
19. Positions, Classifications and Reclassifications	19.3 Access to position descriptions through OPD or upon request if employee does not have access to OPD
20. Education Advancement and Training	Training Budget limited to amount authorized by Legislature
24. Wages	24.2 Beginning at P, three years required to move to next pay increment
	Employees on rate override due to reduction of pay increment value from 3.75 to 3.25 % will continue on rate override
	24.8.G. Removes language regarding advanced step placement to positions in a lower class not in the same, parallel, or closely related job class (creditable service may apply)
	24.9.B. Mandatory direct deposit for paychecks
	24.9.D. Increased the amount of a verified pay shortage from \$20 to \$100 to be paid on next regularly scheduled paycheck.
25. Overtime, Recall and Standby	25.1, 25.2, 25.8 Adjustments in language due to 40-hour workweek
	25.11 Adjust for 40-hour workweek and increase daily flex credit accrual from 12 to 16 hours
26. Holidays	Adjust for 40-hour workweek
27. Travel, Per Diem and Moving	27.4.B. Reduce from 90 to 60 days the notice required to become eligible for short term per diem incident to transfer
28. Health and Security	28.3.C. Employee contribution rates not to exceed 10% commencing January 2019, 12% commencing 2020 and 15% commencing 2021
	28.8 Reopener language for exploring a health care authority

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29. Leave	29.1. A. and B. Increase in leave accrual based on 40-hour workweek
	29.1.D.5. Mandatory leave usage, cash-in language adjusted for 40-hour workweek
	29.1.G.2. Delete buy back provision for those reemployed
30. Discipline and Notification	30.1. Further illustrates examples of egregious misconduct
	30.3 Deletes language regarding resignation which is duplicated in Article 18.8
	30.4 Deletes language regarding substance abuse
38. State-Owned/Controlled Housing	Increased rental rates for those hired on or after July 1, 2018, grandfathered in current renters. Other rental terms adjusted
40. Duration of the Agreement	The contract will be in effect from July 1, 2018 through June 30, 2021
LOAs	Meet and confer regarding any negotiated cost of living increase for ASEA/GGU
	Furlough LOA for first year of contract
	60 day Overdue Pay Increment Sweep effective 8/16/18

*Please note that other minor wording changes and corrections are not captured on this summary