



Memorandum

To: Kelly Tshibaka, DOA Commissioner *Kshibaka*

From: Jared Goecker, DOPLR Deputy Director

Date: December 30, 2020

Subject: January 2021 collective bargaining update with the Alaska Correctional Officers Association (ACOA).

Introduction:

The purpose of this memo is to increase public awareness of State operations as it relates to the collective bargaining process. The State and ACOA agreed to monthly updates on the status of negotiations for the public's awareness.

Bargaining Dates:

The parties met virtually for their initial bargaining session on November 20th, 2020. The ground rules specifying monthly updates was signed in early December and as a result, this first update will include November and December combined. During the month of December, the State's bargaining team met virtually with ACOA on December 10th and 21st.

A future bargaining session was set for January 11th, 2021.

Proposals Exchanged:

Please note, the State makes proposals encompassing entire articles while ACOA made separate proposals on individual sub-sections of articles they would like to change.

During the month of November and December 2020, the State proposed book (no change) language for:

- Article 1: Association Recognition and Representation
- Article 4: Management Rights
- Article 5: No Strike or Lockout
- Article 6: Nondiscrimination and Affirmative Action
- Article 7: Labor Management Committees

- Article 18: Meal and Relief Periods
- Article 19: Holidays
- Article 23: Equipment and Clothing
- Article 25: Travel, Per Diem, and Moving
- Article 26: Protection of Rights
- Article 27: Examination of Records
- Article 28: Educational Advancement and Training
- Article 29: Legal Indemnification
- Article 30: Conclusion of Collective Bargaining
- Article 31: Savings and Separability
- Article 32: Superseding Effect of this Agreement
- Article 33: Legislative Action
- Article 34: Printing of the Agreement
- Article 35: Verbal or Written Agreement
- Article 36: Availability of Parties to Each Other

The State also proposed language with changes in the following:

- Article 3: Association Security
- Article 8: Physical Fitness Testing
- Article 9: Employment Status
- Article 12: Investigations and Discipline
- Article 13: Overtime
- Article 13: Overtime (with accepted changes from an ACOA proposal)
- Article 16: Grievance-Arbitration
- Article 17: Insurance
 - State proposed standard employee health contribution language (up to 15%)
- Article 20: Leave
- Article 21: Wages
 - State proposed a 0/0/0 percent wage increase over the term of the contract (remains flat)
- Article 24: Safety and Health

ACOA proposed book language for the following articles:

- Article 5: No Strike or Lockout
- Article 6: Nondiscrimination and Affirmative Action
- Article 7: Labor Management Committees
- Article 18: Meal and Relief Periods
- Article 28: Educational Advancement and Training
- Article 29: Legal Indemnification
- Article 30: Conclusion of Collective Bargaining
- Article 31: Savings and Separability
- Article 32: Superseding Effect of this Agreement
- Article 33: Legislative Action
- Article 34: Printing of the Agreement
- Article 35: Verbal or Written Agreement

- Article 36: Availability of Parties to Each Other

ACOA initially made supposal¹ offers within the following articles:

- Article 1: Association Recognition and Representation
- Article 9: Employment Status
- Article 11: Contracting Out
- Article 12: Investigations and Discipline
- Article 13: Overtime
- Article 15: Complaint Resolution Process
- Article 16: Grievance-Arbitration
- Article 20: Leave
- Article 21: Wages
- Article 23: Equipment and Clothing
- Article 24: Safety and Health
- Article 25: Travel, Per Diem, and Moving
- Article 26: Protection of Rights
- Article 27: Examination of Records
- Article 37: Duration of Agreement

ACOA followed up with proposals covering items in the following articles:

- Article 1: Association Recognition and Representation
- Article 4: Management Rights
- Article 9: Employment Status
- Article 11: Contracting Out
- Article 12: Investigations and Discipline
- Article 13: Overtime
- Article 15: Complaint Resolution Process
- Article 16: Grievance-Arbitration
- Article 17: Insurance
 - ACOA proposed eliminating employee contributions to health insurance
- Article 19: Holidays
- Article 20: Leave
- Article 21: Wages
 - ACOA proposed a 4/3/3 percent wage increase over the life of the contract
- Article 22: Shift Assignment
- Article 23: Equipment and Clothing
- Article 24: Safety and Health
- Article 25: Travel, Per Diem, and Moving
- Article 27: Examination of Records

¹ Supposals are intended to be conversation starters and are non-binding on the offering party whereas a proposal would be binding upon the offeror

- Article 30: Conclusion of Collective Bargaining
- Article 37: Duration of the Agreement

Articles with Tentative Agreement:

The following articles were tentatively agreed upon as book (no changes):

- Article 5: No Strike or Lockout
- Article 6: Nondiscrimination and Affirmative Action
- Article 7: Labor Management Committees
- Article 18: Meal and Relief Periods
- Article 28: Educational Advancement and Training
- Article 29: Legal Indemnification
- Article 31: Savings and Separability
- Article 32: Superseding Effect of this Agreement
- Article 33: Legislative Action
- Article 34: Printing of the Agreement
- Article 35: Verbal or Written Agreement
- Article 36: Availability of Parties to Each Other

Conclusion:

Individuals interested in reading the ACOA collective bargaining agreement can access this and every State union contract [here](#). The State intends to publish updates once a month at or around the beginning of the month throughout the duration of this negotiation cycle.