



Memorandum

To: Kelly Tshibaka, DOA Commissioner *K. Tshibaka*

From: Jared Goecker, DOPLR Deputy Director

Date: March 1, 2021

Subject: March 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. The parties also agreed to a mutual understanding that negotiations would take place at the bargaining table and not in the media.

During the month of February, the State proposed language changes in 3 articles intended to increase efficiencies and reduce the cost of State government. In addition, the State also proposed a package that included 9 articles in addition to a supposal¹ package that included 14 articles. ACOA did not make any written proposals. ACOA did, however, make 2 package supposals that covered some language in 11 articles. In addition, ACOA offered supposal language covering two topics in 1 more article. No article was tentatively agreed upon in February between the parties.

Bargaining Dates:

During the month of February, the State's bargaining team met virtually with ACOA on February 8th, and 22nd.

Future bargaining sessions are being discussed but haven't been finalized yet.

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.

¹ Supposals are non-binding on the offeror

During the month of February 2021, the State proposed standalone changes in articles in addition to various package proposals²:

- Article 12: Investigations and Discipline
- Article 12 Supposal: Investigations and Discipline
- Article 37: Duration of the Agreement
- State to ACOA Package Proposal 1:
 - ACOA agrees to the State's Article 12 (which includes ACOA language for non-retentions)
 - ACOA agrees to the State's Article 24
 - Both parties agree to book language in Article 26 as well as ACOA's choice of book language in two of the following: Article 1, 4, 19, 23, 25, or 30.
- State to ACOA Package Supposal 1:
 - ACOA will withdraw its proposals on the following articles, allowing the parties to sign book language (no changes) to Articles: 1, 4, 19, 23, 24, 25, 26, and 30
 - The State will withdraw its proposals on these articles, allowing the parties to sign book language (no changes) to Articles: 2, 14, and 15
 - Both parties will withdraw proposals on the following articles, allowing the parties to sign book language (no changes) to Articles: 11, 12, and 16.

ACOA made supposals covering items in the following articles:

- ACOA to State Package Supposal 1:
 - ACOA will drop their proposals in Articles 1.1, 19.2.C, 20.10, 23.3, 24.2.C, and 25.4-5
 - The State will accept ACOA's proposals in Articles 20.7, 26.5, and 21.17 (the State would transfer the full balance of the Injury Leave Account to ACOA and the State would fund a legal trust for Correctional Officers at \$4 a month per office)
 - The State will drop our proposal for Article 21.
- Article 13.11 Supposal: Overtime (Compensatory Time)
- Article 13.2 Supposal: Overtime (Eighty-Four Hour Schedule)
- ACOA Package Supposal 2:
 - Article 14 Supposal: Performance Evaluations
 - Article 15 Supposal: Complaint Resolution Process
 - Article 16 Supposal: Grievance Arbitration

Articles with Tentative Agreement:

There were no articles tentatively agreed upon.

Conclusion:

² A package proposal means the articles in the package are either agreed upon as a package or rejected as a package.

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.