



Memorandum

To: Kate Sheehan, DOPLR Director

Through: Jared Goecker, LR Deputy Director

From: Benthe Mertl-Posthumus, Labor Relations Analyst

Date: December 21, 2021

Subject: December 21, 2021 collective bargaining update with the General Government Unit (GGU), represented by the Alaska State Employees Association (ASEA).

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 ASEA agreed prior to the commencement of negotiations for regular updates on the status of negotiations for the public's awareness.

Bargaining Dates:

Since the last update (November 9, 2021), the State's bargaining team met virtually with ASEA on November 18 and 19, December 9 and 10 and December 20. Bargaining for December 21 was cancelled by mutual agreement. Future bargaining sessions were set for January 6 and 7 and January 24 and 25.

Proposals Exchanged:

Since the last update, the State made proposals for:

- Article 13: Contracting out
- Article 22: Overtime and Premium Pay
- Article 24: Holidays
- Article 28: Equipment and clothing
- Article 30: Travel, Per Diem, and Moving
- Article 34: Examination of records
- Article 25: Annual and Sick Leave
- Article 26: Personal Leave

The State made multiple package proposals, but none were TA'd

ASEA made proposals for:

- Article 15 Complaint Resolution Process
- Article 16: Grievance – Arbitration
- Article 23: Meal and Relief Periods
- Article 25: Annual and Sick Leave
- Article 26: Personal Leave
- Article 32: Parking
- Article 33: Protections of Rights
- Article 36: Legal Indemnification

The Union did not accept or counter the State's whole contract package proposal. ASEA made a package proposal on which the parties were in agreement on all Articles, except Article 12. The Union did not want to TA without Article 12 included in the package.

The Union proposals include wage increases of 6% the first year, 3% the second year and 3% the third year. In addition, the Union proposed daily overtime, hazard pay increase, stand-by pay increase, 2 additional step increase for promotions, 2 additional holidays, expansion of hazard pay, year-round health insurance for Wildland Fire Fighters, lump sum for Wildland Fire Fighter boots, increases to employer Health insurance contribution of \$1705 effective July 1, 2022, \$1785 effective July 1, 2023, \$1865 effective July 1, 2024, increase meal and per diem amounts, pay for all hours spend traveling outside work hours.

Spokesperson change:

The Union spokesperson changed for all December dates from Jake Metcalfe to Maryann Ganacias.

Conclusion:

Individuals interested in reading the GGU collective bargaining agreement can access this and every State union contract here <http://doa.alaska.gov/dop/LaborRelations/unionContracts/>. The State intends to publish updates once a month at or around the beginning of the month throughout the duration of this negotiation cycle. In addition, the Union's update can be found here <http://doa.alaska.gov/dop/LaborRelations/bargainingUpdates/>.