



Memorandum

To: Kate Sheehan, DOPLR Director

Through: Jared Goecker, LR Deputy Director

From: Benthe Mertl-Posthumus, Labor Relations Analyst

Date: November 9, 2021

Subject: November 9, 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:

During the month of October and November 2021, the State's bargaining team met virtually with ASEA on October 11, 12, 25, and 26 and November 4 and 5 for the first bargaining sessions of this contract cycle. Future bargaining sessions were set for November 18 and 19 and December 13 and 14.

Proposals Exchanged:

During the month of October and November, in addition to the Tentatively Agreed upon articles listed below, the State made proposals for:

- Article 4: Management Rights
- Article 14: Notice of Discipline and Discharge
- Article 15: Complaint Resolution Process
- Article 16: Grievance – Arbitration
- Article 17: Classification Reviews
- Article 18: Performance Evaluations & Incentives
- Article 28: Equipment and Clothing
- Article 32: Parking
- Article 33: Protection of Rights.

In addition, the State made a package supposal¹ encompassing all remaining Articles of the Agreement. This supposal package included wage increases of 3% the first year, 1% the second year and 1% the third year. In addition, the package proposed increase to hazard pay and an additional step upon promotion as well as an increase to ability to furlough and other management sought concessions.

ASEA made proposals within the following:

- Article 2: Union Representation and Activities
- Article 3: Union Security
- Article 4: Management Rights
- Article 9: Nonpermanent Appointments
- Article 10: Recruitment and Selection
- Article 11: Employment Status
- Article 12: Employment Status
- Article 13: Contracting out
- Article 14: Notice of Discipline and Discharge
- Article 15: Complaint Resolution Process
- Article 16: Grievance – Arbitration
- Article 17: Classification Reviews
- Article 19: Health and Security
- Article 21: Wages
- Article 22: Overtime and Premium Pay
- Article 24: Holidays
- Article 28: Equipment and Clothing
- Article 29: Safety and Health
- Article 30: Travel, Per Diem, and Moving
- Article 32: Parking
- Article 33: Protection of Rights
- Article 34: Examination of Records
- Article 36: Legal Indemnification

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.

Articles with Tentative Agreement:

- Article 1: Union Recognition and Representation
- Article 5: No Strike or Lockout
- Article 6: Nondiscrimination and Affirmative Action
- Article 7: labor Management Committees
- Article 8: Emergency Personnel

¹ Supposals are non-binding upon the offeror

- Article 20: Legal Trust Fund
- Article 27: Shift Assignment
- Article 31: State Owned/Controlled housing
- Article 35: Educational Advancement & Training
- Article 37: Conclusion of Collective Bargaining
- Article 38: Savings and Separability
- Article 39: Superseding Effect of this Agreement
- Article 40: Legislative Action
- Article 41: Printing of this Agreement

Conclusion:

Individuals interested in reading the GGU collective bargaining agreement can access this and every State union contract here <https://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 <https://doa.alaska.gov/dop/LaborRelations/bargainingUpdates/>.