



Memorandum

To: Kelly Tshibaka, DOA Commissioner *Tshibaka*

From: Jared Goecker, DOPLR Deputy Director

Date: February 2, 2021

Subject: February 2021 collective bargaining update with the Supervisory Unit (SU), represented by the Alaska Public Employees Association (APEA).

Introduction:

The purpose of this memo is to increase public awareness of ongoing collective bargaining processes between the State of Alaska (State) and APEA, which agreed prior to the commencement of negotiations to update the public on the status of those negotiations.

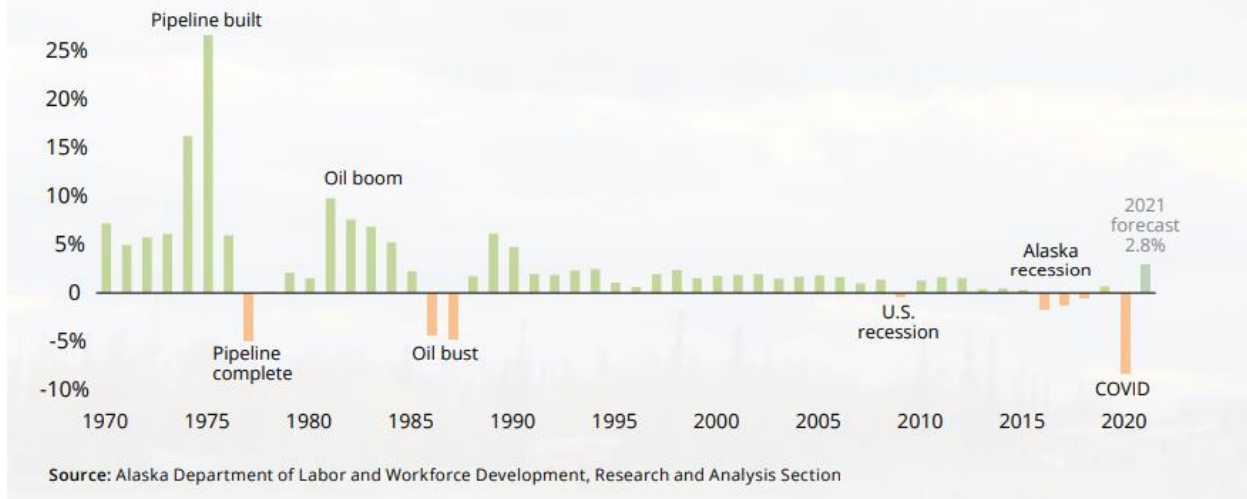
The State negotiates cost-of-living adjustments for State employees to assist them and their families with costs of housing and other related living expenses. Typically, those increases are greater than what commercial sector employees are offered – if at all.

As Alaska fights through the COVID-19 pandemic, Alaska's revenue streams have been threatened at a time when Alaska already faces a \$2B+ deficit. As is shown in the charts below, unemployment has spiked to historic records in our state.

With nearly 27,000 more Alaskans out of work now than in 2019, the APEA has requested the State to *increase* cost-of-living allowances for its government employees by **12 percent over the next 3 years**.

In negotiations with the APEA, the State highlighted data from the [January 2021 Alaska Economic Trends](#) showing severe job losses throughout many Alaskan job sectors due to COVID-19. Specifically, the State shared the following graph with APEA to better explain what data is informing the State's bargaining positions:

The pandemic caused a historic drop in total Alaska employment in 2020



During the month of January, the parties also exchanged substantive proposals covering a wide range of articles and issues. The State proposed language changes in 12 articles intended to increase efficiencies and reduce the cost of State government. The State also proposed book (no changes) language for 11 articles that are non-controversial between the parties. APEA proposed 4 articles with changes. The State and APEA came to tentative agreement on the 11 articles offered by the State as book.

Bargaining Dates:

The State's bargaining team met virtually with APEA on January 4th, 5th, 21st, and 22nd.

Future bargaining sessions are set for February 2nd, 17th, and 18th.

Proposals Exchanged:

During the month of January 2021, the State proposed book language for:

- Article 7: Employer/APEA Responsibilities
- Article 12: Legal Assistance
- Article 13: Conditions
- Article 22: Emergency Personnel
- Article 23: Supervisory Responsibilities
- Article 33: Superseding Effect of This Agreement
- Article 34: Conditions Not Specifically Covered
- Article 35: Savings Clause
- Article 36: Legislative Action
- Article 38: State Owned/Controlled Housing
- Article 39: Distributing of the Agreement

The State also made proposals on the following:

- Article 2: Recognition
- Article 4: Merit Principles
- Article 6: Contracting Out
- Article 9: Security of the Parties
- Article 10: Grievance/Arbitration
- Article 14: Parking
- Article 21: Examination of Records
- Article 27: Travel, Per Diem, and Moving
- Article 28: Health and Security
 - State proposed keeping the “not to exceed” 15% employee contribution language
- Article 29: Leave
- Article 30: Discipline and Notification
- Article 39: Printing of The Agreement

APEA made proposals within the following:

- Article 14: Parking
- Article 24: Wages
 - APEA proposed a 7/3/2 percent wage increase over the life of the contract
 - APEA proposed increasing pay increments from 3.25% to 3.75%
- Article 25: Overtime, Recall, and Standby
- Article 28: Health and Security
 - APEA proposed reducing employee health premium contributions to 12%

Articles with Tentative Agreement:

The following articles were tentatively agreed upon:

- Article 7: Employer/APEA Responsibility
- Article 12: Legal Assistance
- Article 13: Conditions
- Article 22: Emergency Personnel
- Article 23: Supervisory Responsibilities
- Article 33: Superseding Effect of this Agreement
- Article 34: Conditions not Specifically Covered
- Article 35: Savings Clause
- Article 36: Legislative Action
- Article 38: State Owned/Controlled Housing
- Article 39: Printing of the Agreement

Conclusion:

Individuals interested in reading the SU 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.