

Alaska Department of Administration 2018

Labor Contracts



Presentation to Senate Finance Committee

Presented by

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State Personnel Overview

Bargaining Unit	Perm. Full Time	Perm. Part Time	Non Perm	Total Salary + Premium Pay	Total Benefits	Total Funding (Post-Vacancy)	UGF Funding	DGF Funding	Other Funding	Federal Funding
Non-Covered	1,702	25	153	174,272,099	95,035,797	269,307,898	105,628,839	17,921,349	122,507,715	23,249,994
ACOA	956			67,497,442	41,922,046	109,419,488	103,490,096	1,808,712		4,120,681
ASEA	7,772	955	112	491,981,707	311,315,864	803,297,602	320,666,677	113,952,816	208,952,447	159,725,662
APEA	2,276	21		203,491,165	113,571,001	317,062,180	125,582,342	55,073,647	75,170,472	61,235,720
AVTECTA	32			2,462,032	1,378,521	3,840,553	3,206,059		634,494	
CEA	201	2	3	12,171,395	7,840,142	20,011,538	4,621,883	1,817,891	12,637,497	934,267
LTC	1,398	309	69	94,734,107	61,934,598	156,668,704	53,704,154	19,932,952	76,202,796	6,828,803
PSEA	498		7	52,884,779	28,377,373	81,262,153	67,579,466	486,358	12,199,049	997,280
TEAME	29	1		2,126,445	952,354	3,078,799			3,078,799	
Totals	14,864	1,313	344	1,101,621,170	662,327,697	1,763,948,915	784,479,515	210,993,725	511,383,269	257,092,406
AMHS Marine Vessels										
IBU/MMP/MEBA	598	23	45			\$ 81,112,300.00 **				

**Overall Marine Vessel Operations funding is 70% UGF, 30% DGF. Marine Vessel Operation PCN level detail not available from budget system.

*Counts and costs based on FY2019 Management Plan budgeted PCNs

Bargaining Unit (BU) Detail

Bargaining Unit	# Emp in 2018	% of Total
Currently Negotiating		
MMP - Masters, Mates and Pilots	86	0.60%
MEBA - Marine Engineers Beneficial Association	75	0.50%
IBU – Inlandboatmens’ Union of the Pacific	430	3.00%
AVTECTA - AK Vocational Technical Center Teachers	31	0.20%
Before Legislature		
CEA - Confidential Employees Association	184	1.30%
ASEA - Alaska State Employees Association	7510	51.60%
Teachers’ Education Assoc. of Mt. Edgecumbe	29	0.20%
ACOA - Alaska Correctional Officers Association	877	6.00%
Fall 2019 Negotiations		
Public Safety Employees Association	448	3.10%
Fall 2020 Negotiations		
APEA (SU) - Alaska Public Employees Association	2,096	14.40%
LTC - Public Employees, Local 71	1,555	10.70%
Non-Covered		
Non-Covered - Exempt, Partially Exempt and Excluded	1225	8.40%
TOTAL EMPLOYEES	14,546	100%

SOURCE: Workforce Profile, BU Profiles, June 30, 2018

Summary of Bargaining

ASEA – General Govt Unit 2019-2022 7,510 Employees	Alaska Correctional Officers Association 2019-2021 877 Employees	Confidential Employees 2019-2021 184 Employees	State Troopers	Teachers Education Association of Mt. Edgecumbe 2015-2017* 29 Employees
3/1/2001	0/4.5/3	No COLAs	7.5% COLA	3/3/2003
Heath trust contributions	Employee contributions to economy plan	Employee contributions to economy plan		New columns for years of service and continuing education credits
Work rules regarding management rights		40 hour workweek		

*Tentative agreement
reached Nov 16,
2018. New contract
set to begin July 1,
2019

FY20 Budgetary Impacts of Bargaining Unit Agreements

	UGF	DGF	Other	Fed	Grand Total	Notes
New Contracts						
CEA	278.3	66.7	759.2	53.7	1,157.9	40 Hr Week Furlough Reversal
GGU	11,731.6	3,647.1	8,653.3	6,161.4	30,193.4	3% COLA Furlough Reversal
ACOA	4,002.5	71.8	-	163.8	4,238.1	4.5% COLA
TEAME	-	-	73.4	-	73.4	3% COLA
Subtotal	16,012.4	3,785.6	9,485.9	6,378.9	35,662.8	
Ongoing Contracts						
LTC	995.8	345.0	1,577.3	125.8	3,043.9	HI Rates
PSEA	9,006.3	-	-	-	9,006.3	LOA
SU	1,133.0	92.2	283.2	144.7	1,653.1	LOA Furlough Reversal
Subtotal	11,135.1	437.2	1,860.5	270.5	13,703.3	

- \$ Thousands
- Estimates based on FY2019 Management Plan position counts.

Out Year Estimates – Salary Adjustments

- Estimates based on FY2019 Management Plan position counts.
- Does not account for changes in state workforce.
- Amounts will be recalculated in development of FY21 budget.

\$ Thousands	FY2020	FY2021	FY2022
GGU			
UGF	7,626.5	2,618.4	2,644.6
DGF	2,335.8	802.0	810.0
Other	5,894.2	2,023.7	2,043.9
Fed	4,025.9	1,382.2	1,396.0
GGU Total	19,882.4	6,826.3	6,894.6
TEAME			
Other	73.4	75.6	77.9
TEAME Total	73.4	75.6	77.9
ACOA			
UGF	4,002.5	4,182.6	
DGF	71.8	75.0	
Fed	163.8	171.2	
ACOA Total	4,238.1	4,428.8	

APPENDIX

2019 AlaskaCare Employee Plan Premiums

Plan	Monthly Premium	% of Premium Cost
Consumer Directed Health Plan (CDHP) Employee Only	24	3.50%
CDHP Employee & Family	68	3.50%
Economy Employee Only	60	8.20%
Economy Employee & Family	160	7.70%
Standard Employee Only	140	18.00%
Standard Employee & Family	399	18.00%

Resident Versus Non Resident Receiving COLD

Union	Non-Resident	Resident	Total	Percent of Resident's Receiving COLD
Inland Boatmen	60	383	443	86.50%
Marine Engineers	27	54	81	66.70%
Masters, Mates, & Pilots	23	63	86	73.30%
Total	110	500	610	82%

Rejection of Monetary Terms: CBA Terms

If the monetary terms of an agreement are rejected the following contractual provisions apply:

ASEA: Re-enter negotiations for 10 days; if no agreement, Class 2 and Class 3 employees may take a strike vote

APEA: Not required to enter negotiations; impasse exists and members may call for a strike vote

CEA: Must re-enter negotiations upon demand by either party; negotiations last for 10 days but may be extended by mutual agreement; if no agreement, impasse exists and members may call for a strike vote

IBU: Must re-enter negotiations within five days

MEBA: Must re-enter negotiations immediately

MMP: Must re-enter negotiations immediately

PSEA: Upon written request, immediately negotiate a mutually satisfactory supplemental agreement

ACOA: Must re-enter negotiations immediately

LTC: Impasse exists and parties agree to pursue reasonable efforts to obtain a mutually satisfactory resolution

AVTECTA: Must re-enter negotiations

TEAME: Must re-enter negotiations immediately

**Note: No definition of “immediately” is provided for in the collective bargaining agreements.*

Sample Historical COLAs & Anchorage CPI Comparison

Year	Anch. CPI	Non-Covered	ACOA	ASEA	APEA	AVTECTA	CEA	IBU	LTC	MEBA	MMP	PSEA	TEAME
2001	2.80%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
2002	1.90%	3%	3%	2.50%	3%	3%	3%	3%	3%	3%	3%	3%	3%
2003	2.70%												
2004	2.60%		2%					7%		7%	7%		1%
2005	3.10%	2%	2%	1.50%	1.50%	2%	2%	6%	2%	6%	6%	3%	2%
2006	3.20%	2%	4%	2%	2%	1%	2%	6%	2%	6%	6%	3%	3%
2007	2.20%	5.50%	3%	4%	5.50%	3%	4%	0%	5%	3%	3%	3%	3%
2008	4.60%	3%	3%	3%	3%	3%	3%	Lump	2/1%	Lump	Lump	5%	3%
2009	1.20%	3%	3%	3%	3%	2.50%	3%	5%	Lump	5%	5%	3%	0%
2010	1.80%	2%	3%	1%	2%	2.50%	2%	4%	2.50%	4%	4%	3%	0%
2011	3.20%	2%	3%	2%	2%	2%	2%	2%	2.50%	0%	0%	2%	1%
2012	2.20%	2%	2%	2%	2%	2%	2%	2%	2%	0%	0%	2%	2%
2013	3.10%	1%	2%	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%
2014	1.60%	1%	2%	1%	1%	1%	1%	0%	1%	0%	0%	1%	1%
2015	0.50%	2.50%	1%	2.50%	2.50%	1%	2.50%	1%	0%	1%	1%	1%	0%
2016	0.40%	0%	1%	0%	0%	1%	0%	2%	0%	2%	2%	2%	0%
2017	0.50%	0%	2.25%	0%	0%	0%	0%		0%			6%	
2018		0%		0%		0%	0%					0%	
Totals	37.60%	31%	38.25%	27.50%	31%	27%	29.50%	41%	23%	39%	39%	40%	22%