



# ALASKA DEPARTMENT OF LAW

House Finance Committee – 3/26/2026 1:30pm  
Labor Agreements

**Rachel Witty**  
Division Director  
Civil Division



# Administrative Order 356

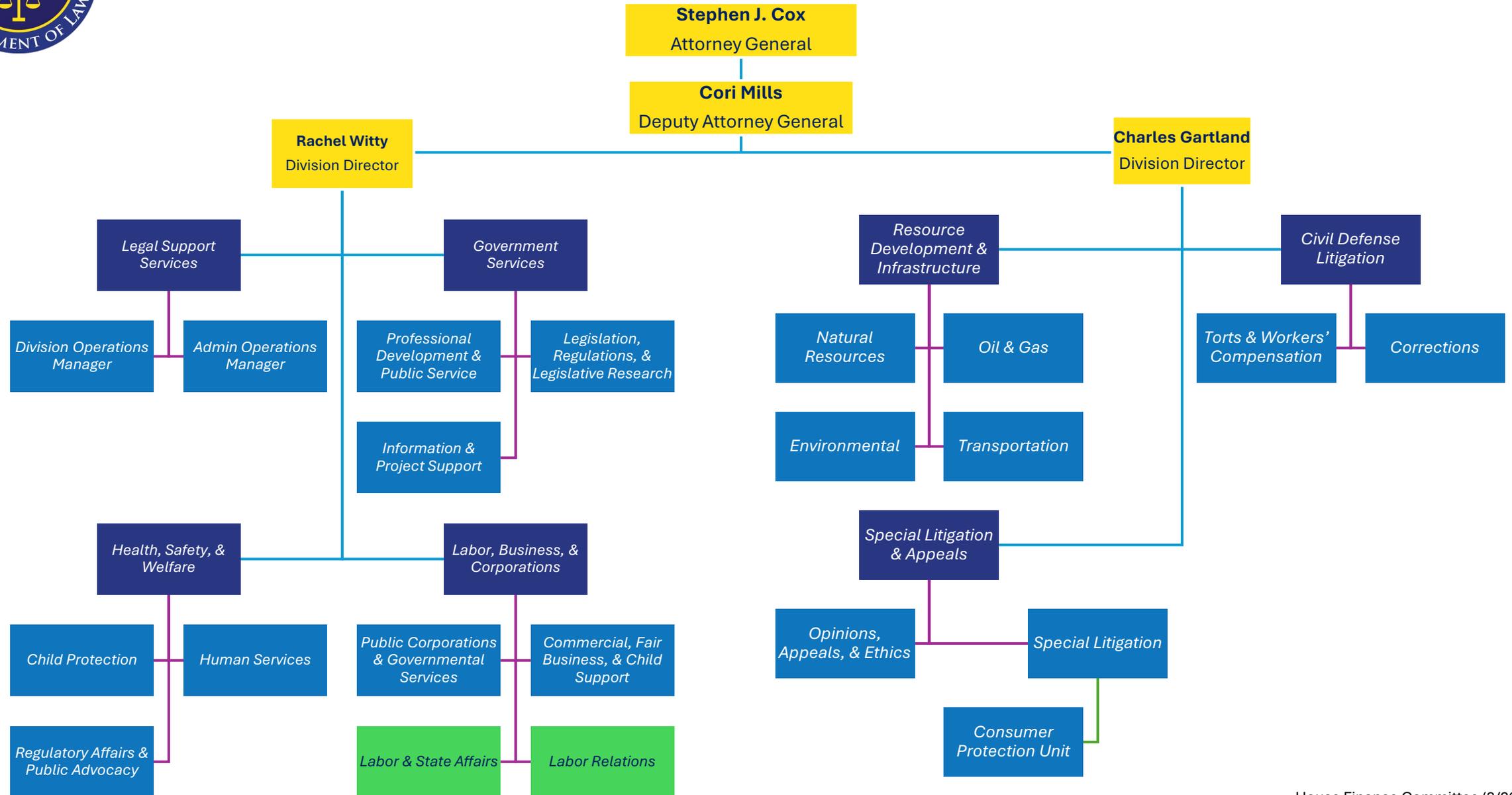
In September 2024, the governor Transferred certain of the State's labor relations functions from the Department of Administration to the Department of Law to better align labor negotiations with the State's legal services.

## **Objectives:**

- Ensure legal oversight during labor negotiations
- Improve review of contract terms and proposals
- Strengthen support for grievances, arbitrations, and contract interpretation
- Allow scalable deployment of legal resources

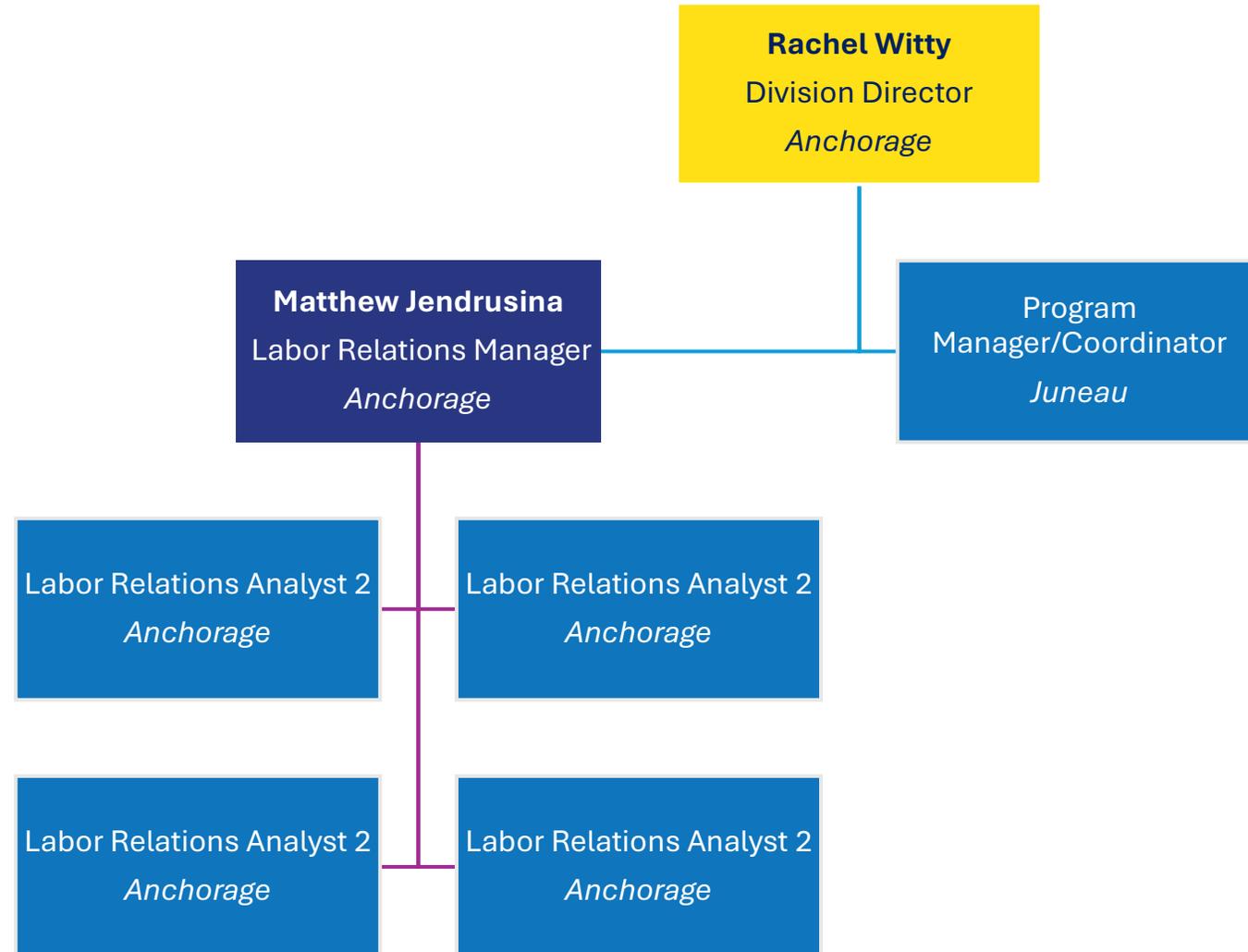


# Department of Law, Organizational Chart





# Labor Relations, Organizational Chart





# Labor Relations

## Mission

The Labor Relations workgroup in the Department of Law represents the State in contract negotiations, contract administration, and all other shared concerns of the State and the unions representing its employees. We prevent and resolve conflicts with transparency, consistency, and fairness, while protecting the State's interests and limited resources. Our goal is to foster a productive and positive work environment by managing the relationship between the State, its employees, and their representatives.



# Services

## **On behalf of the Attorney General, the Labor Relations Section:**

- Represents the State in contract negotiations
- Interprets and administers collective bargaining agreements
- Analyzes and administers Letters of Agreement
- Responds to grievances and disputes
- Represents the State in arbitration, mediation, and other dispute resolutions
- Represents the State before the Alaska Labor Relations Agency
- Provides training and advice to other departments in the State
- Administers Labor Management Committees
- Builds working relationships with the unions representing state employees



# Collective Bargaining Agreements

## Current Contracts

- Public Safety Employees Association (DPS) 7/1/2023—6/30/2026
- Public Safety Employees Association (DOT&PF) 7/1/2023—6/30/2026
- Alaska Correction Officers Association / Correctional Officers Unit (ACOA) 7/1/2024—6/30/2027
- Alaska Public Employee Association (APEA) / Supervisory Unit (SU) 7/1/2024—6/30/2027
- Labor, Trades and Crafts Unit (LTC) 7/1/2024—6/30/2027
- Alaska State Employees Association (ASEA) / General Government Unit (GGU) 7/1/2025—6/30/2028
- Alaska Vocational Technical Center Teacher's Unit (AVECTA) 7/1/2025—6/30/2028
- Confidential Employees Association (CEA) 7/1/2025—6/30/2028
- Inlandboatmen's Union representing the Unlicensed Marine Unit (IBU) 7/1/2025—6/30/2028
- International Organization of Masters, Mates, and Pilots (MMP) 7/1/2025—6/30/2028
- Marine Engineer's Beneficial Association (MEBA) 7/1/2025—6/30/2028
- Teachers' Education Association of Mt. Egdecumbe 7/1/2025—6/30/2028



# Update on Department of Law, Labor Relations

Calendar Year 2025:

- Total number of **Contracts** bargained: **7** (plus 1 interest arbitration)
- Total number of **Grievances** resolved: **62**
- Total number of **Class Actions** resolved: **4**
- Total number of **Employees** affected by resolution of grievances: **642**
- **Arbitrations:** successfully defended grievance brought by the union on behalf of 12 correctional supervisors who claimed they were entitled to a supervisory differential under Article 24.11 of the APEA collective bargaining agreement



# Letters of Agreement

Effective June 30, 2025, all pre-existing letters of agreement expired. The State has made good progress toward minimizing the use of Letters of Agreement (LOAs) and has centralized them with one issuing authority where they can be tracked and processed in a consistent manner to facilitate the orderly administration and accurate budgeting of collective bargaining agreements. Departments requesting letters for agreement must submit documentation supporting the need, effectiveness, and metrics for monitoring how its use will be tracked.



# Overview of Bargaining Process

**BACKGROUND:** The scope and framework of negotiations are governed by the Public Employment Relations Act (PERA) AS 23.40.070-23.40.250.

- The State begins bargaining successor agreements between October and December; start date may be accelerated if both parties agree
- Wages, hours, and other terms and conditions of employment are mandatory subjects of bargaining
- The State may, but is not required to, negotiate permissive subjects of bargaining.
- Monetary terms must be approved by the legislature

**STATUS QUO:** If either side finds the demands too unfavorable, they can largely maintain status quo by doing nothing.

Once impasse is reached and mediation fails:

- Employees have the right to strike (exception: protective service personnel do not have the right to strike but must enter binding arbitration)
- The State has the right to implement the last best offer



# Monetary Terms Approval by Contract

If the monetary terms are rejected the following contractual provisions apply:

<b>ASEA</b>	Re-enter negotiations for 10 days; if no agreement, Class 2 and Class 3 employees may take a strike vote
<b>APEA</b>	Not required to enter negotiations; impasse exists and members may call for a strike vote
<b>CEA</b>	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
<b>IBU</b>	Must re-enter negotiations within five days
<b>MEBA</b>	Must re-enter negotiations immediately*
<b>MMP</b>	Must re-enter negotiations immediately*
<b>PSEA</b>	Upon written request, immediately negotiate a mutually satisfactory supplemental agreement
<b>ACOA</b>	Must re-enter negotiations immediately*
<b>LTC</b>	Impasse exists and parties agree to pursue reasonable efforts to obtain a mutually satisfactory resolution
<b>AVTECTA</b>	Must re-enter negotiations
<b>TEAME</b>	Must re-enter negotiations immediately*

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



# Bargaining Unit Profiles

Bargaining Unit Profile	Acronym	PFT Members	PFT Positions	Total Members	Total Positions	Avg Monthly Pay (PFT)	Avg Yearly Pay (PFT)	Total OT (All)	Total Gross (All)	Avg Monthly Employer Benefits (PFT)	Avg Yearly Employer Benefits (PFT)	Avg Percent Employer Benefits (All)	Avg Age (All)	Avg Years State Service
<a href="#">Alaska Correctional Officers Association (PDF)</a>	ACOA	946	1060	946	1060	\$ 7,002.64	\$ 84,031.68	\$ 21,171,389.24	\$ 103,871,633.78	\$ 4,745.73	\$ 56,948.76	76%	40	8.28
<a href="#">Alaska Public Employees Association (PDF)</a>	APEA	2414	2618	2436	2645	\$ 9,367.38	\$ 112,408.56	\$ 3,760,750.32	\$ 281,565,258.24	\$ 4,896.97	\$ 58,763.64	64%	47	13.59
<a href="#">Alaska State Employees Association (PDF)</a>	ASEA	7084	8298	8468	10292	\$ 6,166.74	\$ 74,000.88	\$ 31,908,879.86	\$ 562,089,859.63	\$ 3,384.43	\$ 40,613.16	61%	42	7.70
<a href="#">Alaska Vocational Technical Teachers Association (PDF)</a>	AVTECTA	26	31	26	31	\$ 6,854.04	\$ 82,248.48	-	\$ 2,142,557.25	\$ 4,008.78	\$ 48,105.36	65%	49	8.38
<a href="#">Confidential Employees Association (PDF)</a>	CEA	181	225	192	248	\$ 6,652.79	\$ 79,833.48	\$ 410,235.52	\$ 14,188,341.50	\$ 3,647.74	\$ 43,772.88	60%	41	9.01
<a href="#">Inlandboatmens Union of the Pacific (PDF)</a>	IBU	379	827	379	827	\$ 5,115.45	\$ 61,385.40	\$ 10,172,208.26	\$ 32,651,803.38	\$ 3,903.20	\$ 46,838.40	86%	47	7.79
<a href="#">Public Employees Local 71 (PDF)</a>	LTC	1074	1274	1350	1682	\$ 6,535.97	\$ 78,431.64	\$ 19,035,604.88	\$ 108,733,688.89	\$ 3,776.48	\$ 45,317.76	63%	46	7.97
<a href="#">Marine Engineers Beneficial Association (PDF)</a>	MEBA	68	113	68	113	\$ 8,042.26	\$ 96,507.12	\$ 1,987,380.22	\$ 9,961,561.57	\$ 2,307.98	\$ 27,695.76	56%	47	10.04
<a href="#">Masters, Mates and Pilots (PDF)</a>	MM&P	72	134	72	134	\$ 8,328.29	\$ 99,939.48	\$ 2,640,520.26	\$ 10,605,666.19	\$ 5,226.67	\$ 62,720.04	73%	46	12.82
<a href="#">Public Safety Employees Association (PDF)</a>	PSEA (AA)	394	507	418	536	\$ 10,927.22	\$ 131,126.64	\$ 9,403,095.67	\$ 67,650,036.08	\$ 5,729.97	\$ 68,759.64	59%	40	10.28
<a href="#">Public Safety Employees Association (PDF)</a>	PSEA (AP)	81	86	81	86	\$ 10,081.02	\$ 120,972.24	\$ 2,005,718.90	\$ 12,346,789.96	\$ 5,616.32	\$ 67,395.84	65%	40	10.60
<a href="#">Teachers Association of Mt. Edgecumbe (PDF)</a>	TEAME	30	33	30	34	\$ 6,723.09	\$ 80,677.08	-	\$ 2,598,105.79	\$ 2,702.44	\$ 32,429.28	46%	44	7.87
<b>Totals and Averages</b>		<b>12,749</b>	<b>15,206</b>	<b>14,466</b>	<b>17,688</b>	<b>\$ 91,796.89</b>	<b>\$ 1,101,562.68</b>	<b>\$ 102,495,783.13</b>	<b>\$ 1,208,405,302.26</b>	<b>\$ 49,946.71</b>	<b>\$ 599,360.52</b>	<b>65%</b>	<b>44</b>	<b>9.5275</b>

Avg = Average  
 PFT = Permanent Full-Time  
 OT = Overtime  
 All = All Bargaining Unit Members



# QUESTIONS

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