

Alaska Department of Administration 2024

Labor Contracts



Presentation to Senate Finance Committee

Commissioner, Paula Vrana

Personnel & Labor Relations Director, Kate Sheehan

Framework

- **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).
- State has the right to implement last best offer.

Letters of Agreement (LOA)

- Modify the collective bargaining agreement for specific purposes or for individual employees.
- Monetary LOAs must be renewed each fiscal year.
- Will be signed and implemented if it doesn't require an appropriation.
- If an appropriation is required, LOAs must be submitted within 10 days (during session) for approval.

Bargaining Unit (BU) Detail

	Bargaining Unit	Business Lead	# Emp in 2023	% of Total
Currently Negotiating				
	ACOA - Alaska Correctional Officers Association	Brad Wilson	930	6.5%
	APEA - Alaska Public Employees Association, Supervisory Unit	Jeff Kasper	2,261	15.9%
	LTC - Public Employees, Local 71	Jordan Adams	1,287	9.0%
Fall 2024 Negotiations				
	ASEA - Alaska State Employees Association, General Government Unit	Heidi Drygas	7,392	52.0%
	AVTECTA- Alaska Vocational Technical Center Teacher's Unit	Kale Tippit	29	0.2%
	IBU – Inlandboatmen's Union representing the Unlicensed Marine Unit	Earling Walli	343	2.4%
	CEA - Confidential Employees Association	Jeff Kasper	166	1.2%
	MMP – International Organization of Masters, Mates, and Pilots	Tim Saffle	72	0.5%
	MEBA – Marine Engineer's Beneficial Association	Jeff Duncan	59	0.4%
	TEAME – Teacher's Education Association of Mt. Edgecumbe	Dionne Brady-Howard	31	0.2%
Fall 2025 Negotiations				
	PSEA – Public Safety Employees Association (DOT&PF)	Charisse Millet	77	0.5%
	PSEA – Public Safety Employees Association (DPS)	Charisse Millet	383	2.7%
Non-Covered				
	Non-Covered - Exempt, Partially Exempt and Excluded		1,197	8.4%
	TOTAL EMPLOYEES		14,227	100%

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	1,722	28	212	\$209,381,831	\$114,925,445	\$324,307,296	\$139,319,045	\$23,871,884	\$135,536,532	\$25,579,833
ACOA	1,051	-	-	\$89,673,294	\$57,816,509	\$147,489,803	\$133,471,063	\$796,264	\$3,388,598	\$9,833,877
ASEA	8,197	871	188	\$571,855,201	\$375,042,691	\$946,898,088	\$375,554,933	\$134,693,932	\$247,890,205	\$188,759,016
APEA	2,480	15	5	\$237,892,008	\$143,113,548	\$381,005,671	\$154,205,772	\$55,397,345	\$98,083,300	\$73,319,253
AVTECTA	31	-	-	\$2,509,987	\$ 1,553,116	\$4,063,103	\$1,473,982	\$2,142,874	\$446,246	-
CEA	213	2	-	\$14,833,749	\$9,996,077	\$24,829,839	\$ 4,263,288	\$880,858	\$18,996,410	\$689,281
LTC	1,280	284	64	\$106,171,265	\$69,013,250	\$175,184,516	\$51,697,327	\$18,265,696	\$90,628,547	\$14,592,944
PSEA	550	-	21	\$71,274,613	\$37,944,034	\$109,218,647	\$92,702,002	\$154,782	\$15,418,871	\$942,991.08
TEAME	33	1	-	\$2,620,864	\$1,203,652	\$3,824,516	\$233,264		\$2,906,728	\$684,523.21
Totals	15,557	1,201	490	\$1,306,212,815	\$810,608,325	\$2,116,821,483	\$952,920,681	\$236,203,639	\$613,295,441	\$314,401,7204
AMHS Marine Vessels										
IBU/MMP/MEBA	598	23	45		\$95,472.60	\$24,196	\$13,469			\$57,806

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 FY2024 Management Plan (20554) budgeted PCNs.

Summary of Bargaining

APEA – Supervisory Unit 2021-2024	ACOA 2021-2024	Labor Trades and Crafts 2021-2024
2,261 Employees	930 Employees	1,287 Employees
COLA	COLA	COLA
Employee contributions to economy plan	Heath trust contributions	Heath trust contributions
	Work rules regarding management rights	Work rules regarding recruitment

Sample Historical COLAs & Anchorage CPI Comparison

Year	Anch. CPI	Non-Covered	ACOA	ASEA	APEA	AVTECTA	CEA	IBU	LTC	MEBA	MMP	PSEA	TEAME
2011	3.2%	2.0%	3%	2%	2%	2%	2%	2%	2.5%	0%	0%	2%	1%
2012	2.1%	2.0%	2%	2%	2%	2%	2%	2%	2%	0%	0%	2%	2%
2013	3.1%	1.0%	2%	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%
2014	1.6%	1.0%	2%	1%	1%	1%	1%	0%	1%	0%	0%	1%	1%
2015	0.5%	2.5%	1%	2.5%	2.5%	1%	2.5%	1%	0%	1%	1%	1%	0%
2016	0.4%	0%	1%	0%	0%	1%	0%	2%	0%	2%	2%	2%	0%
2017	0.5%	0%	2.25%	0%	0%	0%	0%	0%	0%	0%	0%	6%	0%
2018	2.6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2019	1.4%	0%	4.5%	3%	0%	0%	0%	0%	0%	0%	0%	7.5%	3%
2020	-1.1%	0%	3%	1%	0%	1.5%	0%	1.5%	0%	0%	0%	3%	3%
2021	4.9%	0%	5%	1%	3%	1.5%	0%	1.5%	0%	0%	3%	3%	3%
2022	8.1%	0%	5%	0%	1%	1.5%	0%	1.5%	3.25%	0%	0%	3%	3%
2023	1.5%	0%	5%	3%	3%	2.5%	3.0	0%	3.25%	0%	0%	3%	4.0%
Totals	27.3%	8.5%	31.3%	14.50%	13.5%	15%	9.50%	12.5%	13%	3%	6%	34.5%	14%

Benefits

Benefits are an integral part of employees' total compensation package.

- Health Benefits:
 - Employee premium contribution.
 - Implemented an employee premium for partially exempt and exempt in the Executive, Legislative, and Judicial branches; bargained employee contributions for all employees.
- Health Trusts
 - We are contributing at a rate which seeks to neither over nor underfund.
- Pension: Defined benefit and defined contribution plans.

State's Contribution to Health Trust / Health Insurance

Bargaining Unit	# of Employees	Health Insurance	Cost per Month per Employee		
			2023	2024	*2025
Non-Covered	1,197	AlaskaCare	\$1,685	\$1,793	\$1,908
ACOA	930	AlaskaCare	\$1,685	\$1,793	\$1,908
APEA	2,261	AlaskaCare	\$1,685	\$1,793	\$1,908
ASEA	7,392	GGU Health Trust	\$1,555	\$1,579.50	\$1,579.50
AVTECTA	29	AlaskaCare	\$1,685	\$1,793	\$1,908
CEA	166	AlaskaCare	\$1,685	\$1,793	\$1,908
IBU	343	AlaskaCare	\$1,685	\$1,793	\$1,908
LTC	1,287	LTC Health Trust	\$1,555	\$1,555	\$1,605
MEBA	59	AlaskaCare	\$1,685	\$1,793	\$1,908
MMP	72	MMP Health Trust	\$1,685	\$1,685	\$1,700
PSEA (DOT)	77	PSEA Health Trust	\$1,555	\$1,555	\$1,573.50
PSEA (DPS)	383	PSEA Health Trust	\$1,555	\$1,555	\$1,579.50
TEAME	31	AlaskaCare	\$1,685	\$1,793	\$1,908

Please note the effective date for any cost increase for AlaskaCare is January 1 and for the Health Trusts is July 1. For AlaskaCare cost increases are based on an actuary report published in July each year.

*These are predicted costs based on current negotiations.

Contact

For more information please contact:

Kate Sheehan @ kate.Sheehan@alaska.gov

Appendices

Appendices

- Striking (slide 11)
- Rejection of Monetary Terms: CBA Terms (Slide 12)

Striking

AS § 23.40.200 specifies the three strike classes of public employees.

Strike Class 1

- This class is composed of police and fire protection employees, jail, prison and other correctional institution employees, and hospital employees.
- These employees may not strike.

Strike Class 2

- This class is composed of public utility, snow removal, sanitation and educational institution employees other than employees of a school district, a regional educational attendance area, or a state boarding school and AMHS vessel employees through the Alaska Labor Relations Agency decision.
- These employees may strike after mediation, subject to a vote (requiring a majority voting by secret ballot). The strike may only last for a limited time which is determined by the interests of the health, safety or welfare of the public.

Strike Class 3

- This class is composed of all other public employees who are not included in Strike Classes 1 or 2.
- These employees may strike if a majority of the employees in the collective bargaining unit vote by a secret ballot to do so.

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.