

# 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%
	<b>TOTAL EMPLOYEES</b>		<b>14,227</b>	<b>100%</b>

# 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
<b>Totals</b>	<b>15,557</b>	<b>1,201</b>	<b>490</b>	<b>\$1,306,212,815</b>	<b>\$810,608,325</b>	<b>\$2,116,821,483</b>	<b>\$952,920,681</b>	<b>\$236,203,639</b>	<b>\$613,295,441</b>	<b>\$314,401,7204</b>
<b>AMHS Marine Vessels</b>										
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
<b>2,261 Employees</b>	<b>930 Employees</b>	<b>1,287 Employees</b>
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%
<b>Totals</b>	<b>27.3%</b>	<b>8.5%</b>	<b>31.3%</b>	<b>14.50%</b>	<b>13.5%</b>	<b>15%</b>	<b>9.50%</b>	<b>12.5%</b>	<b>13%</b>	<b>3%</b>	<b>6%</b>	<b>34.5%</b>	<b>14%</b>

# 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	\$1793	\$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:

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# 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.*