

From: [Betsy Dorn](#) on behalf of [LJO Juneau](#)
To: [Senate Finance Committee](#)
Subject: FW:
Date: Thursday, April 02, 2015 5:39:28 PM

From: Robert Mackey [mailto:ermackey@gmail.com]
Sent: Thursday, April 02, 2015 5:34 PM
Subject:

I am writing in opposition to the Senate Finance Committee's unilateral efforts to cancel annual cost-of-living increases for state employees. I believe that this effort is in breach of contract and is illegal.

As part of the last collective bargaining agreement, my union agreed to reduce leave accrual rates and set limits on the maximum accrual possible for employees hired after July 1, 2013. I was one of those members who now accrues less than 7 hours of leave per paycheck compared to the 8 hours accrued by those hired prior to 2013. My leave is also capped where prior employees are uncapped on their total leave accumulations. In effect, this was a negotiated pay cut that I accepted as a new hire under the new contract. I am angry that our elected representatives are so short-sighted that they would violate this agreement and expect me to uphold my end. If implemented, I believe that this unilateral breach of contract will ultimately cost the state more than the immediate savings expected from the elimination of the pay raises alone.

This being said, I recognize that there is an economic crisis at hand. Therefore, I am not as angry about the proposed elimination of the pay-raise as I am with the method. Had the legislature reached-out to the unions to renegotiate a delay in the implementation of the pay raise, I would not be angry. I am sure that part of the blame can also go to my union for not proposing an early renegotiation. However, a unilateral effort to break this contract on the part of the Senate Finance Committee not only potentially reduces my income, but shows that the contracts signed by the State of Alaska are not worth the paper they are written on.

I urge you to reinstate the pay increase. If not, I will certainly support any efforts of my union to not only restore this pay increase through the court system, but also to provide extra guarantees in future negotiations. Specifically, I will support my union leaders to pursue all possible legal relief and seek to restore leave policy for all new employees harmed in this breach of contract.

It is my hope that this message will be considered. It is my hope that the State of Alaska will stand by its word and either honor the pay raise or open early negotiations in good faith with our unions to delay implementation in an agreeable manner to both the State and the unions. I will be watching this closely and will utilize my vote to hold both my State elected officials and union leaders responsible for whatever outcome.

Work together, honor your promises, or renegotiate in good faith. That is not much to ask.

Sincerely,
E. Robert Mackey

