

ALASKA DEPARTMENT OF ADMINISTRATION UNDERSTANDING LABOR CONTRACTS



Presentation to
**House Finance
Committee**
April 11, 2019

Division of Personnel and Labor
Relations Director, Kate Sheehan

Agenda

- Monetary Terms and Other Financial Terms
 - COLA
 - Merit and Pay Increments
- Bargaining
 - 101
 - Priorities
- Contracts Before the Legislature

BARGAINING UNIT (BU) DETAIL

	Bargaining Unit	Business Lead	# Emp in 2018	% of Total
Currently	Negotiating			
	ACOA - Alaska Correctional Officers Association	Brad Wilson	877	6.0%
	ASEA - Alaska State Employees Association	Jake Metcalfe	7,510	51.6%
	AVTECTA - AK Vocational Technical Center Teachers	Dale Butts	31	0.2%
	CEA - Confidential Employees Association	Brian Penner	184	1.3%
	IBU – Inlandboatmens’ Union of the Pacific	Trina Arnold	430	3.0%
	MEBA - Marine Engineers Beneficial Association	Ben Goldrich	75	0.5%
	MMP - Masters, Mates and Pilots	Shannon Adamson	86	0.6%
	Teachers’ Education Assoc. of Mt. Edgecumbe	Stephen Courtright	29	0.2%
Fall 2019	Negotiations			
	Public Safety Employees Association	Charisse Millett	448	3.1%
Fall 2020	Negotiations			
	APEA (SU) - Alaska Public Employees Association	Brian Penner	2,096	14.4%
	LTC - Public Employees, Local 71	Jordan Adams	1,555	10.7%
Non-Covered				
	Non-Covered - Exempt, Partially Exempt and Excluded		1,225	8.4%
	TOTAL EMPLOYEES		14,546	100%

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

MONETARY TERMS

In addition to negotiated Cost of Living Adjustments, State employees receive:

- **Merit Increases**
 - Steps A-F (A-G for General Government Unit members) on the salary schedule;
 - Represent an increase of approximately 3.5% every year providing the employee's performance is considered "acceptable or better;"
 - Automatically awarded unless a proactive action is taken to deny the merit increase through a timely performance evaluation.
- **Pay Increments**
 - 3.25% increase awarded every two years providing the employee's performance is "acceptable or better;"
 - For administrative purposes, pay increments are designated as steps J and above on the salary schedule;
 - No limit as to how many pay increments an employee can earn, except for a few agreements (SU, PSEA)

MONETARY TERMS

Examples of other monetary terms found in State collective bargaining agreements

Marine Units

- Cost of living differential (COLD)
- Training funding
- Pass privileges
- Leave

Correctional Officers

- Uniform allowance
- Duty station incentive pay (Spring Creek)
- Education incentive pay
- CDL Cert pay
- Leave

Public Safety

- Uniform allowance
- Pilot, diver, and canine pay
- Geographic differential
- Leave

General Government Unit/Supervisory Unit

- Sea duty pay
- Travel and per diem
- Geographic differential
- Leave

Labor Trades and Crafts

- Subsistence pay
- Tool allowance
- Bunkhouse and housing rentals
- Leave

Mt. Edgecumbe Teachers

- Family night pay
- Activities and extracurricular pay
- Leave

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%

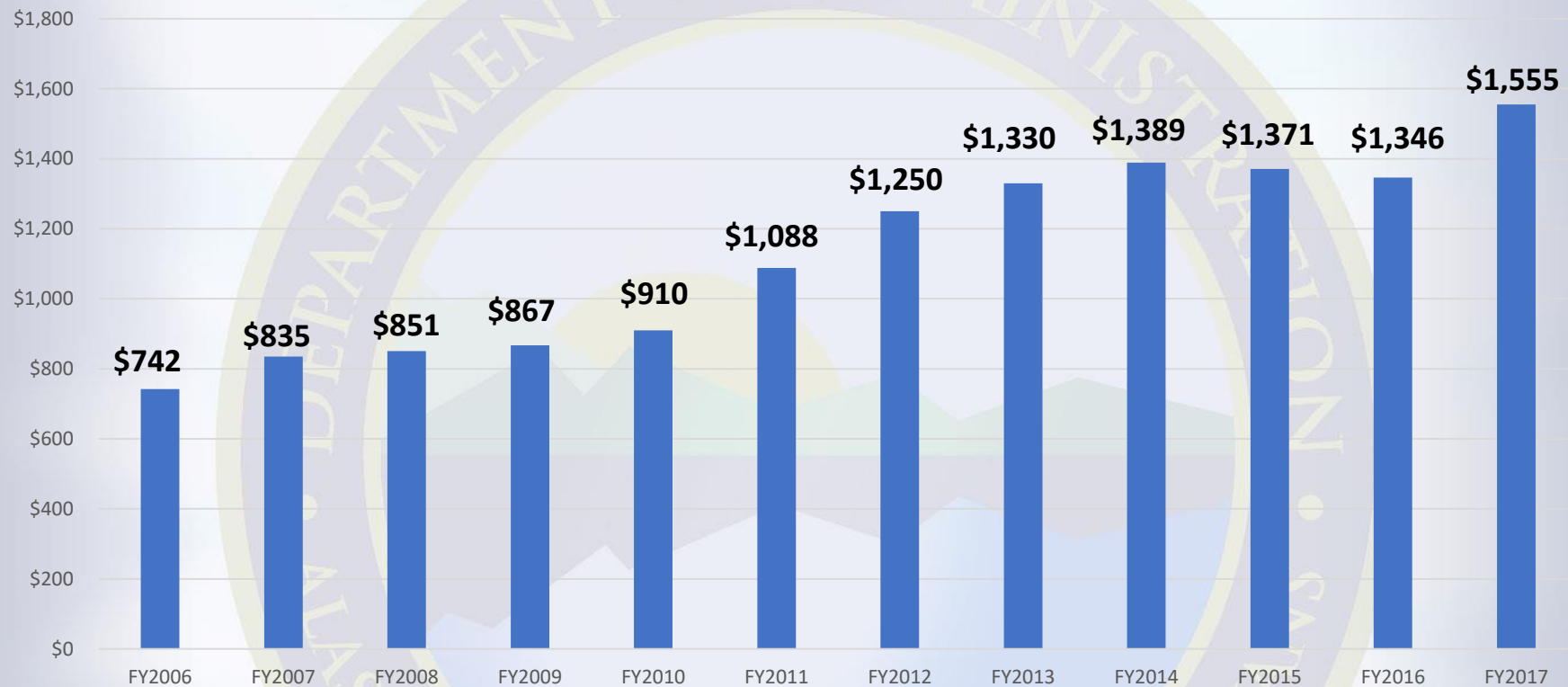
AVERAGE YEARLY BASE SALARY FOR FY 18

	Yearly Average Pay*
ASEA - Alaska State Employees Association	\$60,976.00
APEA - Alaska Public Employees Association	\$88,041.00
CEA - Confidential Employees Association	\$64,115.00
AVTECTA - Alaska Vocational Technical Center Teachers	\$80,297.00
IBU – Inlandboatmens’ Union of the Pacific.....	\$56,606.00
MEBA - Marine Engineers Beneficial Association	\$85,112.00
MMP - Masters, Mates and Pilots	\$84,400.00
PSEA - Public Safety Employees Association	\$98,394.00 (AA), \$81,771.00 (AP)
ACOA - Alaska Correctional Officers Association	\$68,924.00
LTC - Public Employees, Local 71	\$56,538.00
TEAME – Teachers’ Education Association of Mt. Edgecumbe	\$67,841.00

* Includes geographic differential

AA – Troopers, AP – Airport, Police and Fire Officers

MONTHLY HEALTH INSURANCE BENEFIT CREDIT



- Average annual growth of approximately 7%
- More than doubled in 11 years
- Recent effort to proactively management of costs

BARGAINING 101

- Negotiations are mandated by the Public Employment Relations Act (AS 23.40.070-23.40.250).
- The State begins bargaining successor agreements between the months of October and December; this 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.
 - Example: classification, representation of non-permanent employees
- Monetary terms of agreements must be submitted to the Legislature no later than the 60th day of the legislative session to receive consideration during that calendar year.
- If negotiations do not lead to agreement and mediation fails, employees (except protective service personnel) have the right to strike.
- Employees who are on strike do not get paid, but may not be terminated because they choose to lawfully strike.
- Striking employees may be replaced – either temporarily for the duration of the strike, or permanently under certain circumstances.

NEXT STEPS

- The Legislature decides whether to fund the monetary terms.
 - The monetary terms of a collective bargaining agreement are subject to funding by legislative appropriation. (AS 23.40.21)
 - If the Legislature fails to fund the monetary terms of an agreement, the next steps vary by bargaining unit and may be affected by whether a tentative agreement was reached with sufficient time to permit submittal by the 60th day of session.
- A contract submitted to the Legislature after the 60th day does not prevent the Legislature from either considering or funding the contract.
- If a union fails to ratify the agreement, then the funding is reduced proportionately, and we operate under status quo and return to negotiations.

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.

STRIKE CLASSES

1 – Prohibited

2 – Limited Right

3 – Unlimited Right

N – Non-unionized position

Exceptions by Position's Department:

Dept of Public Safety = 1 for all positions

Exceptions by Position's Facility:

Adult Corr. Institutions = 1 for all positions

AK Pioneers' Homes = 1 for all positions

AK Psychiatric Institute = 1 for all positions

Juvenile Justice Youth Centers = 1 for all positions (except Soc Svcs Assoc and clerical positions that support a juvenile probation office collocated in a facility)

Exceptions by Position's Job Class:

Adult and Juvenile Probation Officers = 1 for all positions

Wildland Fire Dispatchers = 1 for all positions

Wildland Fire and Resource Technicians = 1 for all positions

Exceptions by a Combination of Elements:

Radio Dispatchers at Airports = 1

GP/GG positions in the Enterprise Technology Services division, Department of Administration, in the following job classes = 2

Data Communications Specialist, Data Processing Technician, Data Security Administrator, Data Security Specialist, Database Specialist, and Systems Programmer.

Strike Class by Bargaining Unit

Code	Unit	Strike Class
AA	PSEA Public Safety Officers	1
AP	PSEA Airport Police & Fire Officers	1
BB	MEBA Licensed Engineer Officers	2
CC	MM&P Deck Officers	2
EE	Executive Branch, Excluded Employees	N
GC	Correctional Officer Unit	1
GP/GG	General Government Unit	3 (with exceptions, see below)
GZ/GY	General Government Unit	1
KK	Confidential Employees Assoc	3 (with exceptions, see below)
LL	Labor, Trades, and Crafts Unit	3 (with exceptions, see below)
MM	IBU Unlicensed Marine Unit	2
NG	National Guard	N
RR	Retirees	N
SS	Supervisory Unit	3 (with exceptions, see below)
TA	AVTEC Teachers Assoc	2
TM	Teachers' Education Assoc of Mt. Edgecumbe	3
XA	Alaska Aerospace Corporation	N
XE	Partially Exempt and Exempt Exec Branch	N
XJ	Judicial Branch	N
XL	Legislative Branch	N

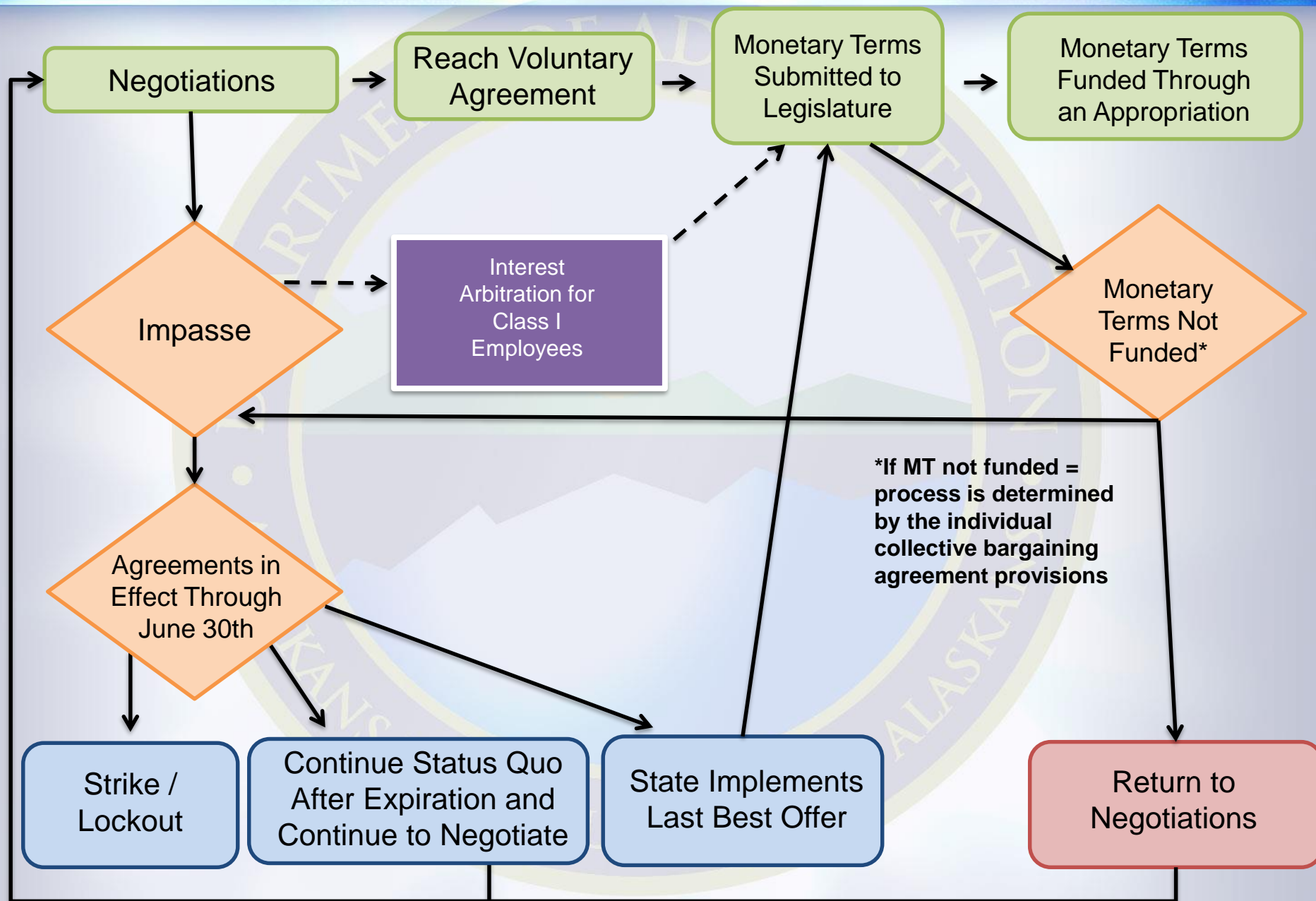
CONTRACTUAL TERMS

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.*

BARGAINING ROAD MAP



SUMMARY OF BARGAINING

ASEA – General Govt Unit 2019-2022	Alaska Correctional Officers Association 2019-2021	Confidential Employees 2019-2021	Troopers	Teachers Education Association of Mt. Edgecumbe 2015-2017*
7,510 Employees	877 Employees	184 Employees		29 Employees
3/1/1	0/4.5/3	No COLAs	7.5% COLA	3/3/3
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

The seal of the Department of Administration, State of Alaska, is a large, faint, circular emblem in the background. It features a central shield with a mountain range and a sun. The text "DEPARTMENT OF ADMINISTRATION" is arched across the top, and "ALASKANS PROUDLY SERVING ALASKANS" is arched across the bottom.

Thank you!

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for more information about our department.

Questions?

BARGAINING UNIT SUMMARY

Alaska State Employees Association

Represents the General Government Unit (GGU)



Total Bargaining Unit Members	8,051
Average age of all members:	43
Average years of service:	8.10
Average monthly pay for permanent full-time member:	\$5,081.36
Average yearly pay for permanent full-time member:	\$60,976.32
Total overtime for all members:	\$20,862,611.30
Total FY18 gross pay for all members:	\$433,257,257.84

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Alaska Correctional Officers Association

ACOA Bargaining Unit



Total Bargaining Unit Members	877
Average age of all members:	41
Average years of service:	8.52
Average monthly pay for permanent full-time member:	\$5,743.67
Average yearly pay for permanent full-time member:	\$68,924.04
Total overtime for all members:	\$6,981,712.87
Total FY18 gross pay for all members:	\$68,282,408.15

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Alaska Public Employees Association

Represents the Supervisory Bargaining Unit (SU)



Total Bargaining Unit Members	2,101
Average age of all members:	48
Average years of service:	13.70
Average monthly pay for permanent full-time member:	\$7,336.76
Average yearly pay for permanent full-time member:	\$88,041.12
Total overtime for all members:	\$1,221,882.78
Total FY18 gross pay for all members:	\$186,962,060.84

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Confidential Employees Association

Represents the Confidential Unit (KK)



Total Bargaining Unit Members	198
Average age of all members:	43
Average years of service:	9.58
Average monthly pay for permanent full-time member:	\$5,342.96
Average yearly pay for permanent full-time member:	\$64,115.52
Total overtime for all members:	\$65,049.74
Total FY18 gross pay for all members:	\$11,657,912.31

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Inlandboatmen's Union of the Pacific

IBU Bargaining Unit



Total Bargaining Unit Members	430
Average age of all members:	48
Average years of service:	8.44
Average monthly pay for permanent full-time member:	\$4,717.16
Average yearly pay for permanent full-time member:	\$56,605.92
Total overtime for all members:	\$4,110,224.78
Total FY18 gross pay for all members:	\$28,260,252.60

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Marine Engineers' Beneficial Association

MEBA Bargaining Unit



Total Bargaining Unit Members	86
Average age of all members:	48
Average years of service:	--
Average monthly pay for permanent full-time member:	\$7,092.65
Average yearly pay for permanent full-time member:	\$85,111.80
Total overtime for all members:	\$498,954.57
Total FY18 gross pay for all members:	\$9,364,620.23

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Masters, Mates & Pilots

MMP Bargaining Unit



Total Bargaining Unit Members	86
Average age of all members:	44
Average years of service:	12.81
Average monthly pay for permanent full-time member:	\$7,283.34
Average yearly pay for permanent full-time member:	\$87,400.08
Total overtime for all members:	\$1,053,104.76
Total FY18 gross pay for all members:	\$10,401,300.66

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Public Safety Employees Association



PSEA Bargaining Unit

Total Bargaining Unit Members	384 (AA)	73 (AP)
Average age of all members:	41 (AA)	37 (AP)
Average years of service:	11.49 (AA)	8.68 (AP)
Average monthly pay for permanent full-time member:	\$8,199.47 (AA)	\$6,814.25 (AP)
Average yearly pay for permanent full-time member:	\$98,393.64 (AA)	\$81,771.00 (AP)
Total overtime for all members:	\$3,774,603.87 (AA)	\$863,317.60 (AP)
Total FY18 gross pay for all members:	\$43,883,313.24 (AA)	\$7,181,730.66 (AP)

** Includes premium pays, excludes benefits*

AA – DPS; AP – DOTPF

BARGAINING UNIT SUMMARY

Labor Trades and Crafts

LTC Bargaining Unit



Total Bargaining Unit Members	1654
Average age of all members:	46
Average years of service:	8.88
Average monthly pay for permanent full-time member:	\$4,711.50
Average yearly pay for permanent full-time member:	\$56,538.00
Total overtime for all members:	\$10,857,000.08
Total FY18 gross pay for all members:	\$93,048,693.95

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Alaska Vocational Technical Teachers Association



AVTECA Bargaining Unit

Total Bargaining Unit Members	31
Average age of all members:	53
Average years of service:	8.95
Average monthly pay for permanent full-time member:	\$6,691.43
Average yearly pay for permanent full-time member:	\$80,297.16
Total FY18 gross pay for all members:	\$2,458,201.88

** Includes premium pays, excludes benefits*

BARGAINING UNIT SUMMARY

Teachers Association of Mt. Edgecumbe

*Teachers
Education
Association*
MT EDGECUMBE

TEAME Bargaining Unit

Total Bargaining Unit Members	29
Average age of all members:	43
Average years of service:	9.66
Average monthly pay for permanent full-time member:	\$5,653.41
Average yearly pay for permanent full-time member:	\$67,840.92
Total FY18 gross pay for all members:	\$2,090,555.42

** Includes premium pays, excludes benefits*