

32-LS0474\A  
Wayne  
3/5/21

**HOUSE BILL NO.**

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTY-SECOND LEGISLATURE - FIRST SESSION

**BY REPRESENTATIVE FIELDS**

**Introduced:**

**Referred:**

**A BILL**

**FOR AN ACT ENTITLED**

1 **"An Act relating to allowing certain child day care providers to organize for the purpose**  
2 **of collective bargaining."**

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 **\* Section 1.** AS 23.40.070 is amended to read:

5 **Sec. 23.40.070. Declaration of policy.** The legislature finds that joint decision-  
6 making is the modern way of administering government. If public employees **and**  
7 **child day care providers** have been granted the right to share in the decision-making  
8 process affecting wages and working conditions, they have become more responsive  
9 and better able to exchange ideas and information on operations with their  
10 administrators. Accordingly, government is made more effective. The legislature  
11 further finds that the enactment of positive legislation establishing guidelines for  
12 public employment relations is the best way to harness and direct the energies of  
13 public employees **and child day care providers** eager to have a voice in determining  
14 their conditions of work, to provide a rational method for dealing with disputes and

work stoppages, to strengthen the merit principle where civil service is in effect, and to maintain a favorable political and social environment. The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between public employers and public [GOVERNMENT AND ITS] employees or child day care providers and to protect the public by assuring effective and orderly operations of government. These policies are to be effectuated by

(1) recognizing the right of public employees and child day care providers to organize for the purpose of collective bargaining;

(2) requiring public employers to negotiate with and enter into written agreements with employee organizations and child day care provider organizations on matters of wages, hours, and other terms and conditions of employment;

(3) maintaining merit-system principles among public employees.

\* **Sec. 2.** AS 23.40.080 is amended to read:

**Sec. 23.40.080. Rights of public employees and child day care providers.**

Public employees and child day care providers may self-organize and form, join, or assist an organization to bargain collectively through representatives of their own choosing, and engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection.

\* **Sec. 3.** AS 23.40.090 is amended to read:

**Sec. 23.40.090. Collective bargaining unit.** The labor relations agency shall decide in each case, in order to assure to employees and child day care providers the fullest freedom in exercising the rights guaranteed by AS 23.40.070 - 23.40.260, the unit appropriate for the purposes of collective bargaining, based on such factors as community of interest, wages, hours, and other working conditions of the employees and child day care providers involved, the history of collective bargaining, and the desires of the employees. Bargaining units shall be as large as is reasonable, and unnecessary fragmenting shall be avoided.

\* **Sec. 4.** AS 23.40.100(a) is amended to read:

(a) The labor relations agency shall investigate a petition if it is submitted in a manner prescribed by the labor relations agency and is

(1) by an employee, a [OR] group of employees, a child day care

1 **provider, a group of child day care providers,** or an organization acting in their  
2 behalf alleging that 30 percent of the employees **or child day care providers in** [OF]  
3 a proposed bargaining unit

4 (A) want to be represented for collective bargaining by a labor,  
5 [OR] employee, **or child day care provider** organization as exclusive  
6 representative, or

7 (B) assert that the organization **that** [WHICH] has been  
8 certified or is currently being recognized by the public employer as bargaining  
9 representative is no longer the representative of the majority of employees **or**  
10 **child day care providers** in the bargaining unit; or

11 (2) by the public employer alleging that one or more organizations  
12 have presented to it a claim to be recognized as a representative of a majority of  
13 employees **or child day care providers** in an appropriate **bargaining** unit.

14 \* **Sec. 5.** AS 23.40.100(b) is amended to read:

15 (b) If the labor relations agency has reasonable cause to believe that a question  
16 of representation exists, it shall provide for an appropriate hearing upon due notice. If  
17 the labor relations agency finds that there is a question of representation, it shall direct  
18 an election by secret ballot to determine whether or by which organization the  
19 employees **or child day care providers want** [DESIRE] to be represented and shall  
20 certify the results of the election. Nothing in this section prohibits the waiving of  
21 hearings by stipulation for the purpose of a consent election in conformity with the  
22 regulations of the labor relations agency or an election in a bargaining unit agreed  
23 upon by the parties. The labor relations agency shall determine who is eligible to vote  
24 in an election and shall establish rules governing the election. In an election in which  
25 none of the choices on the ballot receives a majority of the votes cast, a runoff election  
26 shall be conducted, the ballot providing for selection between the two choices  
27 receiving the largest and the second largest number of valid votes cast in the election.  
28 If an organization receives the majority of the votes cast in the election it shall be  
29 certified by the labor relations agency as exclusive representative of all the employees  
30 **or child day care providers** in the bargaining unit.

31 \* **Sec. 6.** AS 23.40.110 is amended to read:

1           **Sec. 23.40.110. Unfair labor practices.** (a) A public employer or an agent of a  
2 public employer may not

3                   (1) interfere with, restrain, or coerce an employee or child day care  
4 provider in the exercise of a right [THE EMPLOYEE'S RIGHTS] guaranteed in  
5 AS 23.40.080;

6                   (2) dominate or interfere with the formation, existence, or  
7 administration of an organization;

8                   (3) discriminate in regard to hire or tenure of employment or a term or  
9 condition of employment to encourage or discourage membership in an organization;

10                   (4) discharge or discriminate against an employee or child day care  
11 provider for signing or filing [BECAUSE THE EMPLOYEE HAS SIGNED OR  
12 FILED] an affidavit, petition, or complaint, or giving [GIVEN] testimony, under  
13 AS 23.40.070 - 23.40.260;

14                   (5) refuse to bargain collectively in good faith with an organization  
15 which is the exclusive representative of employees or child day care providers in an  
16 appropriate unit, including [BUT NOT LIMITED TO] the discussing of grievances  
17 with the exclusive representative.

18           (b) Nothing in this chapter prohibits a public employer from making an  
19 agreement with an organization to require as a condition of employment

20                   (1) membership in the organization that [WHICH] represents a  
21 bargaining [THE] unit on or after the 30th day following the beginning of  
22 employment or on the effective date of the agreement, whichever is later; or

23                   (2) payment by the employee or child day care provider to the  
24 exclusive bargaining agent of a service fee to reimburse the exclusive bargaining agent  
25 for the expense of representing the members of the bargaining unit.

26           (c) An [A LABOR OR EMPLOYEE] organization or its agents may not

27                   (1) restrain or coerce

28                               (A) an employee or child day care provider in the exercise of  
29 the rights guaranteed in AS 23.40.080, or

30                               (B) a public employer in the selection of the employer's  
31 representative for the purposes of collective bargaining or the adjustment of

grievances;

(2) refuse to bargain collectively in good faith with a public employer, if it has been designated in accordance with the provisions of AS 23.40.070 - 23.40.260 as the exclusive representative of employees or child day care providers in an appropriate unit.

\* **Sec. 7.** AS 23.40.205 is amended to read:

**Sec. 23.40.205. Family leave.** Notwithstanding a [ANY] provision of AS 23.40.070 - 23.40.260 to the contrary, an agreement between a public [THE] employer subject to AS 39.20.500 - 39.20.550 and an [EMPLOYEE BARGAINING] organization under AS 23.40.070 - 23.40.260 that does not contain benefit provisions that are at least as beneficial to the public employees covered by the agreement [EMPLOYEE] as the benefit provisions of [THOSE PROVIDED BY] AS 39.20.500 - 39.20.550 shall be considered to contain the benefit provisions of AS 39.20.500 - 39.20.550 [THOSE STATUTES].

\* **Sec. 8.** AS 23.40.210(d) is amended to read:

(d) Except for an agreement applicable solely to child day care providers, an [AN] agreement entered into under AS 23.40.070 - 23.40.260 must require compliance with the eligibility criteria for receiving the cost-of-living differential contained in this section and the regulations adopted by the commissioner under (c) of this section.

\* **Sec. 9.** AS 23.40.225 is amended to read:

**Sec. 23.40.225. Exemption based on religious convictions.** Notwithstanding the provisions of AS 23.40.220, a collective bargaining settlement reached, or agreement entered into, under AS 23.40.210 that incorporates a union security provision, [PROVISIONS,] including a union shop or agency shop provision [OR AGREEMENT], shall safeguard the right [RIGHTS] of nonassociation for each employee or child day care provider who has [OF EMPLOYEES HAVING] bona fide religious convictions based on tenets or teachings of a church or religious body of which the [AN] employee or child day care provider is a member. Upon submission of proper proof of religious conviction to the labor relations agency, the agency shall declare the employee or child day care provider exempt from becoming a member of

a labor organization or employee association. The employee or child day care provider shall pay to the union or association an amount of money equal [EQUIVALENT] to [REGULAR] union or association dues, including initiation fees [,] and assessments, normally required of a member [TO THE UNION OR ASSOCIATION]. Nonpayment of this money may cause [SUBJECTS] the employee or child day care provider to be subject to a penalty equal to the [SAME] penalty the employee or child day care provider would be subject to under AS 23.40.070 - 23.40.260, or an agreement under AS 23.40.070 - 23.40.260, for [AS IF IT WERE] nonpayment of dues. The receiving union or association shall contribute [AN EQUIVALENT AMOUNT OF MONEY] to a charity of its choice that is not affiliated with a religious, labor, or employee organization or child day care provider an amount of money equal to the amount paid by the employee or child day care provider under this section and [. THE UNION OR ASSOCIATION] shall submit [PROOF OF CONTRIBUTION] to the labor relations agency proof of the contribution.

\* **Sec. 10.** AS 23.40 is amended by adding a new section to read:

**Sec. 23.40.242. Child day care providers and organizations.** (a) Nothing in AS 23.40.070 - 23.40.260

- (1) makes a child day care provider a public employee;
- (2) forms or terminates an employer-employee legal relationship;
- (3) changes a child day care provider's legal status as a corporation, sole proprietorship, or other legal entity;
- (4) is intended to interfere with compliance by a person, the state, or a political subdivision of the state with a federal law or a requirement of a federal grant or subsidy;
- (5) prohibits a child day care provider from communicating or attempting to communicate with a public employer or another person.

(b) A child day care provider organization may not administer or process payments for day care.

\* **Sec. 11.** AS 23.40.250(1) is amended to read:

- (1) "collective bargaining" means the performance of the mutual

obligation of the public employer or the employer's designated representatives and the representative of the employees or child day care providers to meet at reasonable times, including meetings in advance of the budget making process, and negotiate in good faith with respect to wages, hours, and other terms and conditions of employment, or the negotiation of an agreement, or negotiation of a question arising under an agreement and the execution of a written contract incorporating an agreement reached if requested by either party, but these obligations do not compel either party to agree to a proposal or require the making of a concession;

\* **Sec. 12.** AS 23.40.250(2) is amended to read:

(2) "election" means a proceeding conducted by the labor relations agency in which the employees or child day care providers in a collective bargaining unit cast a secret ballot for collective bargaining representatives, or for any other purpose specified in AS 23.40.070 - 23.40.260;

\* **Sec. 13.** AS 23.40.250(4) is amended to read:

(4) "monetary terms of an agreement" means the changes in the terms and conditions of employment resulting from an agreement that

(A) will require an appropriation for their implementation;

(B) will result in a change in state revenues or productive work hours for state employees or child day care providers; or

(C) address employee or child day care provider compensation, leave benefits, or health insurance benefits, whether or not an appropriation is required for implementation;

\* **Sec. 14.** AS 23.40.250(5) is amended to read:

(5) "organization" means a labor or employee organization of any kind in which employees or child day care providers participate and that [WHICH] exists for the primary purpose of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, and conditions of employment;

\* **Sec. 15.** AS 23.40.250(6) is amended to read:

(6) "public employee" means any employee of a public employer, whether or not in the classified service of the public employer, except child day care providers, elected or appointed officials, or superintendents of schools;

1     \* **Sec. 16.** AS 23.40.250(7) is amended to read:

2                     (7) "public employer" means the state or a political subdivision of the  
3     state, including without limitation, a municipality, district, school district, regional  
4     educational attendance area, board of regents, public and quasi-public corporation,  
5     housing authority, or other authority established by law, and a person designated by  
6     the public employer to act in its interest in dealing with public employees or child day  
7     care providers;

8     \* **Sec. 17.** AS 23.40.250(9) is amended to read:

9                     (9) "terms and conditions of employment" means the hours of  
10    employment, the compensation and fringe benefits, and the employer's personnel  
11    policies affecting the working conditions of the employees or child day care  
12    providers [;] but does not mean the general policies describing the function and  
13    purposes of a public employer.

14    \* **Sec. 18.** AS 23.40.250 is amended by adding new paragraphs to read:

15                     (10) "child" has the meaning given in AS 47.25.095;

16                     (11) "child day care provider" means a day care center, family day care  
17    home, school for children of preschool age, or other entity licensed under  
18    AS 47.32.050 that receives state aid, directly or indirectly, for providing day care of a  
19    child not related by blood, marriage, or legal adoption to an owner, operator, or  
20    manager of the entity;

21                     (12) "day care" has the meaning given in AS 47.25.095;

22                     (13) "state aid" means money paid by the state

23                             (A) to provide day care to the child of a person employed by  
24    the state;

25                             (B) to an organized borough of any class, a unified  
26    municipality, or a city of any class to pay a child day care provider for  
27    providing day care;

28                             (C) as the result of a grant under AS 47.25.001 - 47.25.095.

29    \* **Sec. 19.** AS 39.27.011(a) is amended to read:

30                     (a) The following monthly basic salary schedule is approved as the pay plan  
31    for classified and partially exempt employees in the executive branch of the state



government who are not members of a **public employee** collective bargaining unit established under the authority of AS 23.40.070 - 23.40.260 (Public Employment Relations Act) and for employees of the legislature under AS 24:

Range	Step	Step	Step	Step	Step	Step
No.	A	B	C	D	E	F
5	2,151	2,211	2,273	2,339	2,408	2,471
6	2,273	2,339	2,408	2,471	2,543	2,619
7	2,408	2,471	2,543	2,619	2,698	2,785
8	2,543	2,619	2,698	2,785	2,864	2,951
9	2,698	2,785	2,864	2,951	3,046	3,133
10	2,864	2,951	3,046	3,133	3,229	3,323
11	3,046	3,133	3,229	3,323	3,436	3,545
12	3,229	3,323	3,436	3,545	3,665	3,790
13	3,436	3,545	3,665	3,790	3,922	4,061
14	3,665	3,790	3,922	4,061	4,204	4,363
15	3,922	4,061	4,204	4,363	4,503	4,672
16	4,204	4,363	4,503	4,672	4,841	5,011
17	4,503	4,672	4,841	5,011	5,184	5,361
18	4,841	5,011	5,184	5,361	5,527	5,737
19	5,184	5,361	5,527	5,737	5,917	6,133
20	5,527	5,737	5,917	6,133	6,318	6,551
21	5,917	6,133	6,318	6,551	6,752	6,997
22	6,318	6,551	6,752	6,997	7,225	7,483
23	6,752	6,997	7,225	7,483	7,733	8,022
24	7,225	7,483	7,733	8,022	8,289	8,569
25	7,733	8,022	8,289	8,569	8,879	9,210
26	8,022	8,289	8,569	8,879	9,210	9,541
27	8,289	8,569	8,879	9,210	9,541	9,900
28	8,569	8,879	9,210	9,541	9,900	10,244
29	8,879	9,210	9,541	9,900	10,244	10,606
30	9,210	9,541	9,900	10,244	10,606	10,979

\* **Sec. 20.** AS 39.27.012 is amended to read:

**Sec. 39.27.012. Temporary salary schedules.** The director of the division of personnel may establish salary schedules providing lesser amounts than those in the basic salary schedule in order to meet salary limit requirements for receipt and expenditure of federal funds. Salary rates established under authority of this section do not affect [THE] salaries [OF EMPLOYEES] provided for by a collective bargaining agreement negotiated under the authority of AS 23.40.070 - 23.40.260 (Public Employment Relations Act).

\* **Sec. 21.** AS 39.28.020(c) is amended to read:

(c) A collective bargaining agreement **applicable to public employees and** adopted under AS 23.40.070 - 23.40.260 (Public Employment Relations Act) must be consistent with principles of equal employment opportunity and affirmative action. This chapter supersedes the provisions of AS 39.25 (State Personnel Act).

\* **Sec. 22.** AS 39.30.095(e) is amended to read:

(e) Notwithstanding (b) of this section, the rate of employer contribution to provide hospital, surgical, dental, audiovisual, and other medical care benefits under AS 39.30.091 is \$515 monthly beginning July 1, 2000; \$575 monthly beginning July 1, 2001; and \$630 monthly beginning July 1, 2002, for the following employees and officials:

(1) employees in the executive branch of the state government, including the governor and lieutenant governor, who are not members of a **public employee** collective bargaining unit established under the authority of AS 23.40.070 - 23.40.260 (Public Employment Relations Act);

(2) officials and employees of the legislative branch of state government under AS 24;

(3) employees in the judicial branch of state government, including magistrates and other judicial officers, who are not members of a **public employee** collective bargaining unit established under AS 23.40.070 - 23.40.260 (Public Employment Relations Act).

\* **Sec. 23.** AS 40.25.151(d) is amended to read:

(d) The name and address of a living person who is a member or former

1 member of a state retirement system may be released to a retirement organization  
2 representing persons receiving benefits under a state retirement system if the  
3 retirement organization is affiliated with an organization representing **public**  
4 employees of the employer under AS 23.40.070 - 23.40.260 (Public Employment  
5 Relations Act).