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Alaska Public
Employees Association **APEA**
State Headquarters: 340 N. Franklin, Juneau, AK 99801 (907) 586-2334

MEMORANDUM

FROM: Cherie Shelley, Executive Director
Alaska Public Employees Association

DATE: January 21, 1982

APEA INFORMATIONAL FACT SHEET CONCERNING SB 670 and HB 685

APEA's concerns are addressed solely in Sections 1 and 2. Cost-of-living salary increases (7.0 average) negotiated for the general government and supervisory unit contracts total \$8,959,000.

Sections 3,4,5 and 6 deal with employees not covered by collective bargaining, judicial and public officers, legislators and permanent employees of the legislature.

Listed on the back are the salary ranges and the negotiated percentage increases.

SALARY RANGE	PERCENTAGE INCREASE	COMMENTS
5	6.5	Clerical aides - approx. 35 employees - high school students, etc.
6	6.5	
7	6.75	Clerical/Secy. - Range 8 salary is <u>\$17,800</u> , as opposed to Legislative Range 15 equivalent position with a salary of <u>\$27,500</u> .
8	6.75	
9	7.0	Majority of GGU employees fall in Range 13 - salary <u>\$24,120</u> as opposed to Alaska workers average salary of <u>\$29,000</u> .
10	7.0	
11	7.25	
12	7.25	
13	7.5	
14	7.5	
15	7.5	
16	7.5	
17	7.5	
18	7.5	Majority of supervisory unit employees fall between Ranges 18 and 23. Their average increase is below the 7%, at approx. 6.7%.
19	7.2	
20	6.9	
21	6.6	
22	6.3	
23	6.0	
24	5.7	Increase for higher Ranges is below increases for lower ranges, averaging only approx. 5.2%.
25	5.4	
26	5.1	
27	4.8	

STATE OF ALASKA

JAY S. HAMMOND, GOVERNOR

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

POUCH C

JUNEAU, ALASKA 99811

455-2200

March 1, 1982

Honorable Bob Mulcahy, Chairman
Labor and Commerce Committee
Alaska State Legislature
Pouch V
Juneau, Alaska 99811

Dear Senator Mulcahy:

This is in response to your recent request by telephone for information regarding SB 670.

SB 670 requests a supplemental appropriation to fund various salary increases for FY 82.

Section 1 of the bill reflects the cost of the increases for the General Government Bargaining Unit. This unit is composed of approximately 7,000 clerical, technical, and professional nonsupervisory employees represented by the Alaska Public Employees Association. Negotiations for this settlement began in August 1981 pursuant to the current (1980-1982) labor agreement which provided for a reopener on wages and the legal trust fund for CY 1982. Good faith negotiations for the third year settlement resulted in an agreement to continue contributions to the legal trust fund at the current rate and provide for a general increase equaling approximately 7 percent. The increases to individual salary ranges were not universal but ran from a maximum of 7.5 percent to a minimum of 4.8 percent. This was a continuation of the trend established in 1980 (pursuant to legislative intent) to discontinue the use of across-the-board percentage increases. Resultantly, the increases to the unit for the three year period run from the highest cumulative increase for the lowest paid employees to the lowest cumulative increase for the highest paid employees.

I have attached a copy of the letter of agreement closing out this reopener and a copy of the salary schedule showing distribution of percentage increases for 1982.

Honorable Bob Mulcahy
Page 2

March 1, 1982

Section 2 reflects the costs of the increases to the Supervisory Unit. This unit of approximately 950 employees, began working a forty hour workweek in 1980 pursuant to the terms of the current labor agreement. That agreement also provided for reopening negotiations on wages and the forty hour workweek. Negotiations with APEA began in August 1981 and resulted in the continuation of the forty hour workweek and increases at each range and step identical to those of the General Government Unit.

The result of this three year agreement also reflects a smaller overall percentage increase for the higher paid employees.

A copy of the agreement reached is attached.

Both agreements have an effective date of March 16, 1982 for the increased salary and provide for a compensatory payment for the period January 1-March 15 based on the monthly wage on March 15, 1982 - this payment is equal to 15 percent of that monthly wage.

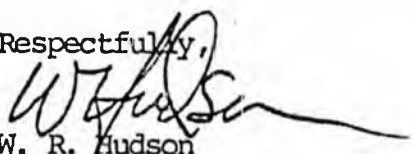
The remaining sections of the bill represent costs of projecting the new General Government salary schedule to all other State employees who do not bargain with their employer but who are tied in some way to the salary schedule at AS 39.27.011(a) (See SB 669).

I might parenthetically note that we have subsequent to the introduction of this bill reached the same agreement with the Confidential Bargaining Unit.

It is my belief that the Division of Budget and Management is in process of providing you with material in further explanation of the bill.

I hope the above information will assist in the passage of these bills. We believe that the settlements reached in the wage negotiations are equitable, were bargained in good faith and are worthy of support.

Respectfully,


W. R. Hudson
Commissioner

WRH/mjc
Attachments

LETTER OF AGREEMENT
BETWEEN
APEA SUPERVISORY UNIT
AND
THE STATE OF ALASKA

The following provisions represent the agreement between the parties, ~~subject to members ratification~~, regarding the Article 35 reopener on Wage Schedule and hours of work.

1. It is agreed and understood between the parties that Article 1, Section 2(1) -- "work week" shall be expanded in meaning to allow maximum flexibility in the administration and scheduling of the forty-hour week to the extent that the required hours over 37.5 in each work week may be scheduled through a variety of methods so long as the minimum weekly 2-1/2 hours are satisfied within each pay period.

Leave will continue to be accrued and charged on the basis of eight hour days.

The work week modifications shall become effective January 16, 1982.

2. Article 20: Wages

Section 1: Monthly Salary Schedule

The following shall be the schedule of wages for Bargaining Unit Members on the effective date of those schedules. The schedules shall exclude those employees whose salary has been frozen in accordance with Personnel Rule 9 02.152 effective June 1980. Salary rates for those employees shall be in accordance with Personnel Rule 9 02.1523 effective June 1980.

(c) The 1981 salary schedule of the current contract shall be modified to reflect the changes shown in the attached schedule and shall become effective March 16, 1982.

Those Bargaining Unit members on the payroll of the employer on March 15, 1982 shall receive a one-time compensatory payment of 15% of his/her base monthly salary in effect on March 15, 1982. Such payment shall be made on March 16, 1982, or within 30 days from the time appropriated monies become available, whichever is later.

Chris Shelley
A.P.E.A.

[Signature]
A.P.E.A.

[Signature]
A.P.E.A.

[Signature]
A.P.E.A.

December 2, 1981

Date

[Signature]
STATE OF ALASKA
Date 1/11/82

	1615	1655	1712	1756	1823	1874	1932	1989	2055	2119
0	1712	1756	1823	1874	1932	1989	2055	2119	2192	2266
1	1823	1874	1932	1989	2055	2119	2192	2266	2345	2430
2	1932	1989	2055	2119	2192	2266	2345	2430	2514	2609
3	2055	2119	2192	2266	2345	2430	2514	2609	2693	2794
4	2192	2266	2345	2430	2514	2609	2693	2794	2894	2998
5	2345	2430	2514	2609	2693	2794	2894	2998	3099	3205
6	2514	2609	2693	2794	2894	2998	3099	3205	3309	3431
7	2693	2794	2894	2998	3099	3205	3309	3431	3537	3668
8	2894	2998	3099	3205	3309	3431	3537	3668	3779	3917
9	3099	3205	3309	3431	3537	3668	3779	3917	4038	4183
0	3309	3431	3537	3668	3779	3917	4038	4183	4320	4477
1	3537	3668	3779	3917	4038	4183	4320	4477	4625	4797
2	3779	3917	4038	4183	4320	4477	4625	4797	4958	5124
3	4038	4183	4320	4477	4625	4797	4958	5124	5311	5509
4	4320	4477	4625	4797	4958	5124	5311	5509	5705	5921
5	4625	4797	4958	5124	5311	5509	5706	5921	6127	6339
6	4797	4958	5124	5311	5509	5706	5921	6127	6339	6562
7	4958	5124	5311	5509	5705	5921	6127	6339	6562	6791

1982 Salary Schedule

Effective March 16, 1982

	A	B	C	D	E	F	J	K	L	M
5.	1258	1292	1330	1367	1408	1445	1487	1530	1578	1627
6.	1330	1367	1408	1445	1487	1530	1578	1627	1673	1726
7.	1408	1445	1487	1530	1578	1627	1673	1726	1782	1832
8.	1487	1530	1578	1627	1673	1726	1782	1832	1889	1946
9.	1578	1627	1673	1726	1782	1832	1889	1946	2010	2073
10.	1673	1726	1782	1832	1889	1946	2010	2073	2145	2218
11.	1782	1832	1889	1946	2010	2073	2145	2218	2295	2379
12.	1889	1946	2010	2073	2145	2218	2295	2379	2463	2556
13.	2010	2073	2145	2218	2295	2379	2463	2556	2639	2739
14.	2145	2218	2295	2379	2463	2556	2639	2739	2838	2941
15.	2295	2379	2463	2556	2639	2739	2838	2941	3041	3146
16.	2463	2556	2639	2739	2838	2941	3041	3146	3249	3371
17.	2639	2739	2838	2941	3041	3146	3249	3371	3475	3605
18.	2838	2941	3041	3146	3249	3371	3475	3605	3714	3851
19.	3041	3146	3249	3371	3475	3605	3714	3851	3971	4115
20.	3249	3371	3475	3605	3714	3851	3971	4115	4251	4408
21.	3475	3605	3714	3851	3971	4115	4251	4408	4554	4725
22.	3714	3851	3971	4115	4251	4408	4554	4725	4885	5050
23.	3971	4115	4251	4408	4554	4725	4885	5050	5236	5433
24.	4251	4408	4554	4725	4885	5050	5236	5433	5629	5843
25.	4554	4725	4885	5050	5236	5433	5629	5843	6047	6259
26.	4725	4885	5050	5236	5433	5629	5843	6047	6259	6480
27.	4885	5050	5236	5433	5629	5843	6047	6259	6480	6719

*Note: This salary schedule does not reflect geographic differential.

LETTER OF UNDERSTANDING
 BETWEEN THE
 STATE OF ALASKA
 AND THE
 ALASKA PUBLIC EMPLOYEES ASSOCIATION
 REPRESENTING THE
 GENERAL GOVERNMENT UNIT

It is hereby agreed and understood between the parties that this Letter of Understanding fully satisfies the reopener addressed in Article 42, Section 3.

1. The following shall be incorporated as Article 24, Section 1(e).

(e) The following schedule of wages shall become effective March 16, 1982 for all Bargaining Unit Members who are not on frozen salary.

	A	B	C	D	E	F	G	K	L	M
05	1258	1292	1330	1367	1408	1445	1487	1530	1578	1627
06	1330	1367	1408	1445	1487	1530	1578	1627	1673	1726
07	1408	1445	1487	1530	1578	1627	1673	1726	1782	1832
08	1487	1530	1578	1627	1673	1726	1782	1832	1889	1946
09	1578	1627	1673	1726	1782	1832	1889	1946	2010	2073
10	1673	1726	1782	1832	1889	1946	2010	2073	2145	2218
11	1782	1832	1889	1946	2010	2073	2145	2218	2295	2379
12	1889	1946	2010	2073	2145	2218	2295	2379	2463	2556
13	2010	2073	2145	2218	2295	2379	2463	2556	2639	2739
14	2145	2218	2295	2379	2463	2556	2639	2739	2838	2941
15	2295	2379	2463	2556	2639	2739	2838	2941	3041	3146
16	2463	2556	2639	2739	2838	2941	3041	3146	3249	3371
17	2639	2739	2838	2941	3041	3146	3249	3371	3475	3605
18	2838	2941	3041	3146	3249	3371	3475	3605	3714	3851
19	3041	3146	3249	3371	3475	3605	3714	3851	3971	4115
20	3249	3371	3475	3605	3714	3851	3971	4115	4251	4408

	A	B	C	D	E	F	J	K	L	M
21	3475	3605	3714	3851	3971	4115	4251	4408	4554	4725
22	3714	3851	3971	4115	4251	4408	4554	4725	4885	5050
23	3971	4115	4251	4408	4554	4725	4885	5050	5236	5433
24	4251	4408	4554	4725	4885	5050	5236	5433	5629	5843
25	4554	4725	4885	5050	5236	5433	5629	5843	6047	6259
26	4725	4885	5050	5236	5433	5629	5843	6047	6259	6480
27	4885	5050	5236	5433	5629	5843	6047	6259	6480	6719

2. The following shall be incorporated as Article 24, Section 1(f).

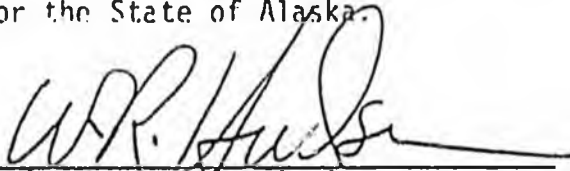
(f) A compensatory payment will be paid to employees who are in the Bargaining Unit on March 15, 1982. Such payment will be equal to fifteen (15%) percent of said employee's monthly wage on March 15, 1982. Said monthly wage will be determined from the appropriate salary schedule in effect on March 15, 1982. Such payment shall be paid within thirty (30) days after March 15, 1982, or within thirty (30) days from the time the monies are appropriated by the Legislature and they become available, whichever is later.

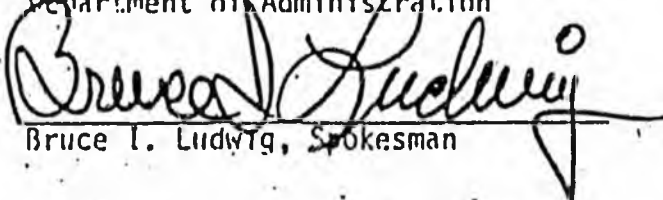
3. The current wage table appearing at Article 24, Section 1(b) will remain in effect through March 15, 1982.

4. Article 39 of the current Agreement shall continue as currently in effect until December 31, 1982.

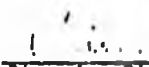
Signed this 19th day of JANUARY, 1982 at Juneau, Alaska.


For the State of Alaska:


 W. R. Hudson, Commissioner
 Department of Administration


 Bruce I. Ludwig, Spokesman

For the Alaska Public Employees' Association:


 Cherie Shelley, Executive Director


 John E. Casperson, Spokesman

LETTER OF AGREEMENT
BETWEEN
APEA SUPERVISORY UNIT
AND
THE STATE OF ALASKA

The following provisions represent the agreement between the parties, ~~subject to members ratification~~, regarding the Article 35 reopener on Wage Schedule and hours of work.

1. It is agreed and understood between the parties that Article 1, Section 2(1) -- "work week" shall be expanded in meaning to allow maximum flexibility in the administration and scheduling of the forty-hour week to the extent that the required hours over 37.5 in each work week may be scheduled through a variety of methods so long as the minimum weekly 2-1/2 hours are satisfied within each pay period.

Leave will continue to be accrued and charged on the basis of eight hour days.

The work week modifications shall become effective January 16, 1982.

2. Article 20: Wages

Section 1: Monthly Salary Schedule

The following shall be the schedule of wages for Bargaining Unit Members on the effective date of those schedules. The schedules shall exclude those employees whose salary has been frozen in accordance with Personnel Rule 9 02.152 effective June 1980. Salary rates for those employees shall be in accordance with Personnel Rule 9 02.1523 effective June 1980.

(c) The 1981 salary schedule of the current contract shall be modified to reflect the changes shown in the attached schedule and shall become effective March 16, 1982.

Those Bargaining Unit members on the payroll of the employer on March 15, 1982 shall receive a one-time compensatory payment of 15% of his/her base monthly salary in effect on March 15, 1982. Such payment shall be made on March 16, 1982, or within 30 days from the time appropriated monies become available, whichever is later.

Chris Shilling
A.P.E.A.

William J. ...
A.P.E.A.

James ...
A.P.E.A.

[Signature]
A.P.E.A.

December 2, 1981

Date

[Signature]
STATE OF ALASKA

Date 1/11/82

LETTER OF UNDERSTANDING
BETWEEN THE
STATE OF ALASKA
AND THE
ALASKA PUBLIC EMPLOYEES ASSOCIATION
REPRESENTING THE
GENERAL GOVERNMENT UNIT

It is hereby agreed and understood between the parties that this Letter of Understanding fully satisfies the reopener addressed in Article 12, Section 3.

1. The following shall be incorporated as Article 24, Section 1(e).

(a) The following schedule of wages shall become effective March 16, 1982 for all Bargaining Unit Members who are not on frozen salary.

	A	B	C	D	E	F	J	K	L	M
05	1258	1292	1330	1367	1408	1445	1487	1530	1578	1627
06	1330	1367	1408	1445	1487	1530	1578	1627	1673	1726
07	1408	1445	1487	1530	1578	1627	1673	1726	1782	1832
08	1487	1530	1578	1627	1673	1726	1782	1832	1889	1946
09	1578	1627	1673	1726	1782	1832	1889	1946	2010	2073
10	1673	1726	1782	1832	1889	1946	2010	2073	2145	2218
11	1782	1832	1889	1946	2010	2073	2145	2218	2295	2379
12	1889	1946	2010	2073	2145	2218	2295	2379	2463	2556
13	2010	2073	2145	2218	2295	2379	2463	2556	2639	2730
14	2145	2218	2295	2379	2463	2556	2639	2730	2838	2941
15	2295	2379	2463	2556	2639	2730	2838	2941	3041	3146
16	2463	2556	2639	2730	2838	2941	3041	3146	3249	3371
17	2639	2730	2838	2941	3041	3146	3249	3371	3475	3605
18	2838	2941	3041	3146	3249	3371	3475	3605	3714	3851
19	3041	3146	3249	3371	3475	3605	3714	3851	3971	4115
20	3249	3371	3475	3605	3714	3851	3971	4115	4251	4408

	A	B	C	D	E	F	J	K	L	M
21	3475	3605	3714	3851	3971	4115	4251	4408	4554	4725
22	3714	3851	3971	4115	4251	4408	4554	4725	4995	5050
23	3971	4115	4251	4408	4554	4725	4885	5050	5236	5433
24	4251	4408	4554	4725	4885	5050	5236	5433	5629	5843
25	4554	4725	4885	5050	5236	5433	5629	5843	6047	6259
26	4725	4885	5050	5236	5433	5629	5843	6047	6259	6480
27	4885	5050	5236	5433	5629	5843	6047	6259	6480	6719

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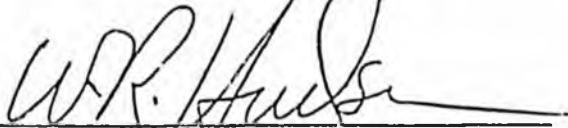
(f) A compensatory payment will be paid to employees who are in the Bargaining Unit on March 15, 1982. Such payment will be equal to fifteen (15%) percent of said employee's monthly wage on March 15, 1982. Said monthly wage will be determined from the appropriate salary schedule in effect on March 15, 1982. Such payment shall be paid within thirty (30) days after March 15, 1982, or within thirty (30) days from the time the monies are appropriated by the Legislature and they become available, whichever is later.

3. The current wage table appearing at Article 24, Section 1(b) will remain in effect through March 15, 1982.

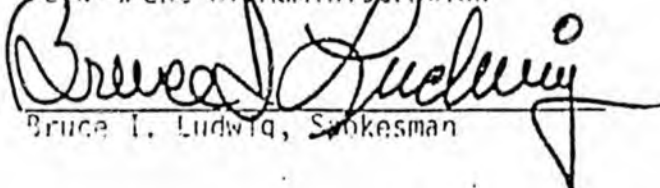
4. Article 39 of the current Agreement shall continue as currently in effect until December 31, 1982.

Signed this 19th day of JANUARY, 1982 at Juneau, Alaska.

For the State of Alaska:



W. P. Hudson, Commissioner
Department of Administration



Bruce I. Ludwig, Spokesman

For the Alaska Public Employees' Association:

Cherie Shelley, Executive Director

John E. Caspersen, Spokesman

Karen P. Clark
Karen P. Clark, Negotiator

Fran M. Podmolik
Fran M. Podmolik, Negotiator

Ronald J. Bedard
Ron Bedard, Southeastern Negotiator

Richard Peterson
Richard Peterson, Southcentral Negotiator

Shirley Herning
Shirley Herning, Northern Negotiator