

CSHB

170

SENATE COMMITTEE REPORT

FURTHER

5/3/88

DATE TURNED INTO OFFICE

5/5/88

Mr. President:

Finance

Committee considered

CSHB 170 (FIN)

extending collective bargaining rights to noncertificated school district employees

and recommended

[ ] replace with \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] same title  
[ ] or adopt \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] new title

[ ] attached amendment(s) and

[x] do pass

[ ] do not pass

[ ] no recommendation

[ ] individual recommendations

[ ] further referral to \_\_\_\_\_

[ ] letter of intent adopted \_\_\_\_\_

Committee [ ] attached or [ ] adopted fiscal note(s)

[ ] new [ ] updated or [x] previous

[x] zero [ ] fiscal impact

HRC

MEMBERS SIGNING DO PASS

*Paul Schoff*  
*Kit W*  
*Stanley*  
*Paul Frank*  
~~\_\_\_\_\_~~  
\_\_\_\_\_

OTHER RECOMMENDATIONS

*Wiche Henry* - DO NOT PASS - PASS IT FOR THOSE DISTRICTS THAT WANT IT!!  
*John B. Riley* NO REC  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Rick Halford* *do pass*  
Chairman signature and recommendation

[ ] Committee Backup attached

STATE OF ALASKA  
1988 LEGISLATIVE SESSION

BILL VERSION: CSHB 170(FIN)  
PUBLISH DATE: HOUSE 2/22/88

FISCAL NOTE

REQUEST:

Revision Date: 2-18-88  
Title: "An Act extending collective bargaining rights to non-certificated School District Employees."  
Requestor: \_\_\_\_\_

Agency Affected: \_\_\_\_\_  
BRU: \_\_\_\_\_  
Components: \_\_\_\_\_

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 88	FY 89	FY 90	FY 91	FY 92	FY 93
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
---------	---	---	---	---	---	---

REVENUE	0	0	0	0	0	0
---------	---	---	---	---	---	---

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS						
OTHER						
TOTAL	0	0	0	0	0	0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS : (Attach a separate page if necessary)

Under this CS, no state agency is involved in administration or adjudication of labor relations matters. Recourse in disputes is to the Federal Mediation and Conciliation Service or the courts, with expense borne by the parties.

Prepared by: Representative Al Adams, Chairman *AAA* Phone: 465-3706  
Division: House Finance Committee Date: 2/22/88

Approved by Commissioner: N/A Date: \_\_\_\_\_  
Agency: \_\_\_\_\_

Distribution (by preparer):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

Original sponsor: Labor and Commerce  
Committee

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2

CS FOR HOUSE BILL NO. 170 (Finance)

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

FIFTEENTH LEGISLATURE - SECOND SESSION

5

A BILL

6

For an Act entitled: "An Act extending collective bargaining rights to  
noncertificated school district employees."

7

8

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

9

\* Section 1. AS 14.20.550 is amended to read:

10

Sec. 14.20.550. NEGOTIATION WITH CERTIFICATED EMPLOYEES. A

11

[EACH CITY, BOROUGH AND REGIONAL] school board [,] shall negotiate

12

with its certificated employees in good faith on matters pertaining to

13

their employment and the fulfillment of their professional duties. A

14

school board shall negotiate in good faith with its noncertificated

15

employees on matters of wages, hours, and other terms and conditions

16

of employment.

17

\* Sec. 2. AS 14.20.555 is amended by adding a new subsection to read:

18

(d) Negotiations between the noncertificated employees of the

19

regional educational attendance areas and the respective regional

20

school boards shall be conducted by one team representing all the

21

noncertificated employees and one team representing all the partic-

22

ipating regional school boards. The provisions of (b) and (c) of this

23

section apply to these negotiations.

24

\* Sec. 3. AS 14.20.560(a) is amended to read:

25

(a) When a majority of the certificated employees in a school

26

district have designated an educational organization of their own

27

choosing to bargain for them, the organization shall be recognized by

28

the school board as the bargaining agent for all the certificated

29

staff, except superintendents of schools. The membership of a [ANY

1 SUCH] recognized educational organization shall be composed principal-  
2 ly of those employed in the teaching profession in Alaska. When a  
3 majority of the noncertificated employees in a school district have  
4 designated an employee bargaining organization to bargain for them,  
5 the school board shall recognize it as the bargaining agent for all of  
6 the noncertificated employees.

7 \* Sec. 4. AS 14.20.560(b) is amended to read:

8 (b) The organization representing a majority of the certificated  
9 or noncertificated employees of a school district shall, upon the  
10 request of the school board, submit an affidavit verifying that it  
11 does represent a majority of those [THE CERTIFICATED] employees.  
12 Recognition of the employee bargaining agency by a school board is  
13 valid for one year or a term agreed upon by the two parties to an  
14 agreement, unless a majority of those eligible to vote on the question  
15 [CERTIFIED STAFF] votes to request the termination of recognition of  
16 the employee bargaining agency. The school board is entitled to an  
17 affidavit of membership from the employee bargaining agency once each  
18 year.

19 \* Sec. 5. AS 14.20.560(c) is amended to read:

20 (c) Upon the request of 25 percent of the certificated or non-  
21 certificated employees in a district, the school board shall hold,  
22 within 20 days, an election by secret ballot of all the certificated  
23 or noncertificated employees in order to determine their choice of a  
24 bargaining agency. The results of this election are binding for one  
25 year.

26 \* Sec. 6. AS 14.20.570(b) is amended to read:

27 (b) If the mediation meetings are held during working hours [THE  
28 SCHOOL DAY], teachers or noncertificated employees representing an  
29 employee bargaining agency shall be released from [CLASSROOM OR OTHER]

1 assigned duties without penalty or loss of pay.

2 \* Sec. 7. AS 14.20.590 is amended to read:

3 Sec. 14.20.590. GRIEVANCE PROCEDURES. Negotiations agreements  
4 must

5 (1) [EXECUTED AFTER JULY 1, 1975 SHALL] define "grievances"  
6 and provide for grievance procedures for the certificated staff or  
7 noncertificated employees; the [. THE] grievance procedures shall  
8 provide that the final step in the procedure shall be binding arbi-  
9 tration; and

10 (2) [. THE NEGOTIATIONS AGREEMENT SHALL] provide a method  
11 for the selection of an arbitrator.

12 \* Sec. 8. Notwithstanding the amendments made to AS 14.20.560 by secs.  
13 3 - 5 of this Act, a bargaining unit that exists on the effective date of  
14 this Act may continue to exist unless the members of the unit vote by  
15 secret ballot to decertify the bargaining agent or to join with another  
16 bargaining unit in the school district.

5/5/88  
JB-3  
2-5  
Failed

WORK DRAFT

WORK DRAFT

WORK DRAFT

5-07240  
Cramer/  
Bannister  
5/5/88

Original sponsor: Labor and Commerce  
Committee

~~#1 Collective Bargaining in Alaska  
unless there is voter approval~~

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 SENATE CS FOR CS FOR HOUSE BILL NO. 170 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act extending collective bargaining rights to  
7 noncertificated school district employees."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 \* Section 1. AS 14.20.550 is amended to read:

10 Sec. 14.20.550. NEGOTIATION WITH [CERTIFICATED] EMPLOYEES. A  
11 [EACH CITY, BOROUGH AND REGIONAL] school board [,] shall negotiate  
12 with its certificated employees in good faith on matters pertaining to  
13 their employment and the fulfillment of their professional duties. A  
14 school board in a school district that has extended collective bar-  
15 gaining rights to its noncertificated employees under AS 14.20.615  
16 shall negotiate in good faith with its noncertificated employees on  
17 matters of wages, hours, and other terms and conditions of employment.

18 \* Sec. 2. AS 14.20.555 is amended by adding a new subsection to read:

19 (d) Negotiations between the noncertificated employees of the  
20 regional educational attendance areas and the respective regional  
21 school boards shall be conducted by one team representing all the  
22 noncertificated employees and one team representing all the partic-  
23 ipating regional school boards. The provisions of (b) and (c) of this  
24 section apply to these negotiations.

25 \* Sec. 3. AS 14.20.560(a) is amended to read:

26 (a) When a majority of the certificated employees in a school  
27 district have designated an educational organization of their own  
28 choosing to bargain for them, the organization shall be recognized by  
29 the school board as the bargaining agent for all the certificated

1 staff, except superintendents of schools. The membership of a [ANY  
2 SUCH] recognized educational organization shall be composed principal-  
3 ly of those employed in the teaching profession in Alaska. When a  
4 majority of the noncertificated employees in a school district have  
5 designated an employee bargaining organization to bargain for them,  
6 the school board shall recognize it as the bargaining agent for all of  
7 the noncertificated employees.

8 \* Sec. 4. AS 14.20.560(b) is amended to read:

9 (b) The organization representing a majority of the certificated  
10 or noncertificated employees of a school district shall, upon the  
11 request of the school board, submit an affidavit verifying that it  
12 does represent a majority of those [THE CERTIFICATED] employees.  
13 Recognition of the employee bargaining agency by a school board is  
14 valid for one year or a term agreed upon by the two parties to an  
15 agreement, unless a majority of those eligible to vote on the question  
16 [CERTIFIED STAFF] votes to request the termination of recognition of  
17 the employee bargaining agency. The school board is entitled to an  
18 affidavit of membership from the employee bargaining agency once each  
19 year.

20 \* Sec. 5. AS 14.20.560(c) is amended to read:

21 (c) Upon the request of 25 percent of the certificated or non-  
22 certificated employees in a district, the school board shall hold,  
23 within 20 days, an election by secret ballot of all the certificated  
24 or noncertificated employees in order to determine their choice of a  
25 bargaining agency. The results of this election are binding for one  
26 year.

27 \* Sec. 6. AS 14.20.570(b) is amended to read:

28 (b) If the mediation meetings are held during working hours [THE  
29 SCHOOL DAY], teachers or noncertificated employees representing an

1 employee bargaining agency shall be released from [CLASSROOM OR OTHER]  
2 assigned duties without penalty or loss of pay.

3 \* Sec. 7. AS 14.20.590 is amended to read:

4 Sec. 14.20.590. GRIEVANCE PROCEDURES. Negotiations agreements  
5 must

6 (1) [EXECUTED AFTER JULY 1, 1975 SHALL] define "grievances"  
7 and provide for grievance procedures for the certificated staff or  
8 noncertificated employees; the [. THE] grievance procedures shall  
9 provide that the final step in the procedure shall be binding arbi-  
10 tration; and

11 (2) [. THE NEGOTIATIONS AGREEMENT SHALL] provide a method  
12 for the selection of an arbitrator.

13 \* Sec. 8. AS 14.20 is amended by adding a new section to article 6 to  
14 read:

15 → ~~Sec. 14.20.615. VOTER APPROVAL REQUIRED.~~ (a) The provisions of  
16 AS 14.20.555 - 14.20.610 relating to collective bargaining by a school  
17 board with noncertificated employees do not apply to a school board  
18 unless the voters of the school district have approved extending  
19 collective bargaining rights to noncertificated employees.

20 (b) If at least 25 percent of the noncertificated employees of a  
21 school district petition for rights to bargain collectively under  
22 AS 14.20.550 - 14.20.615, the school board shall deliver the petition  
23 to the appropriate elections officer. The elections officer shall  
24 place the question of collective bargaining rights for the noncertif-  
25 icated employees of the school district before the voters of the  
26 school district at the school district election that follows certifi-  
27 cation of the petition by at least 45 days. The question shall be in  
28 substantially the following form:

29 Shall the noncertificated employees of

1                   the \_\_\_\_\_ school district  
2                   be granted collective bargaining rights?

3           (c) The noncertificated employees are granted collective bar-  
4           gaining rights under AS 14.20.550 - 14.20.615 if a majority of the  
5           voters voting in the school district election approve the question.

6           \* Sec. 9. Notwithstanding the amendments made to AS 14.20.560 by secs.  
7           3 - 5 of this Act, a bargaining unit that exists on the effective date of  
8           this Act may continue to exist unless the members of the unit vote by  
9           secret ballot to decertify the bargaining agent or to join with another  
10          bargaining unit in the school district.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29

5/5/88  
JB  
RH  
2-5  
Failed

5-0724J ✓  
Cramer/  
Bannister  
5/5/88

Original sponsor: Labor and Commerce  
Committee

# [REDACTED] established  
[REDACTED] approved

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 SENATE CS FOR CS FOR HOUSE BILL NO. 170 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act extending collective bargaining rights to  
7 noncertificated school district employees."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 \* Section 1. AS 14.20.550 is amended to read:

10 Sec. 14.20.550. NEGOTIATION WITH [CERTIFICATED] EMPLOYEES. A  
11 [EACH CITY, BOROUGH AND REGIONAL] school board [,] shall negotiate  
12 with its certificated employees in good faith on matters pertaining to  
13 their employment and the fulfillment of their professional duties.  
14 Except as provided in AS 14.20.615, a school board shall negotiate in  
15 good faith with its noncertificated employees on matters of wages,  
16 hours, and other terms and conditions of employment.

17 \* Sec. 2. AS 14.20.555 is amended by adding a new subsection to read:

18 (d) Negotiations between the noncertificated employees of the  
19 regional educational attendance areas and the respective regional  
20 school boards shall be conducted by one team representing all the  
21 noncertificated employees and one team representing all the partic-  
22 ipating regional school boards. The provisions of (b) and (c) of this  
23 section apply to these negotiations.

24 \* Sec. 3. AS 14.20.560(a) is amended to read:

25 (a) When a majority of the certificated employees in a school  
26 district have designated an educational organization of their own  
27 choosing to bargain for them, the organization shall be recognized by  
28 the school board as the bargaining agent for all the certificated  
29 staff, except superintendents of schools. The membership of a [ANY

1 SUCH] recognized educational organization shall be composed principal-  
2 ly of those employed in the teaching profession in Alaska. When a  
3 majority of the noncertificated employees in a school district have  
4 designated an employee bargaining organization to bargain for them,  
5 the school board shall recognize it as the bargaining agent for all of  
6 the noncertificated employees.

7 \* Sec. 4. AS 14.20.560(b) is amended to read:

8 (b) The organization representing a majority of the certificated  
9 or noncertificated employees of a school district shall, upon the  
10 request of the school board, submit an affidavit verifying that it  
11 does represent a majority of those [THE CERTIFICATED] employees.  
12 Recognition of the employee bargaining agency by a school board is  
13 valid for one year or a term agreed upon by the two parties to an  
14 agreement, unless a majority of those eligible to vote on the question  
15 [CERTIFIED STAFF] votes to request the termination of recognition of  
16 the employee bargaining agency. The school board is entitled to an  
17 affidavit of membership from the employee bargaining agency once each  
18 year.

19 \* Sec. 5. AS 14.20.560(c) is amended to read:

20 (c) Upon the request of 25 percent of the certificated or non-  
21 certificated employees in a district, the school board shall hold,  
22 within 20 days, an election by secret ballot of all the certificated  
23 or noncertificated employees in order to determine their choice of a  
24 bargaining agency. The results of this election are binding for one  
25 year.

26 \* Sec. 6. AS 14.20.570(b) is amended to read:

27 (b) If the mediation meetings are held during working hours [THE  
28 SCHOOL DAY], teachers or noncertificated employees representing an  
29 employee bargaining agency shall be released from [CLASSROOM OR OTHER]

1 assigned duties without penalty or loss of pay.

2 \* Sec. 7. AS 14.20.590 is amended to read:

3 Sec. 14.20.590. GRIEVANCE PROCEDURES. Negotiations agreements  
4 must

5 (1) [EXECUTED AFTER JULY 1, 1975 SHALL] define "grievances"  
6 and provide for grievance procedures for the certificated staff or  
7 noncertificated employees; the [. THE] grievance procedures shall  
8 provide that the final step in the procedure shall be binding arbi-  
9 tration; and

10 (2) [. THE NEGOTIATIONS AGREEMENT SHALL] provide a method  
11 for the selection of an arbitrator.

12 \* Sec. 8. AS 14.20 is amended by adding a new section to article 6 to  
13 read:

14 ~~Sec. 14.20.615. VOTER DISAPPROVAL.~~ (a) The provisions of  
15 AS 14.20.555 - 14.20.610 relating to collective bargaining by a school  
16 board with noncertificated employees do not apply to a school board if  
17 the voters in the school district have voted to withdraw collective  
18 bargaining rights from the noncertificated employees under this  
19 section.

20 (b) The voters of a school district may file an initiative peti-  
21 tion to withdraw collective bargaining rights from the noncertificated  
22 employees of the school district. If the school district is a municipi-  
23 pal school district, the petition shall be prepared and the election  
24 held under the procedures for initiatives set out in AS 29.26.100 -  
25 29.26.190. For an initiative in a regional educational attendance  
26 area, the lieutenant governor shall adopt regulations for the filing  
27 of the initiative and the conduct of the election comparable, as far  
28 as practicable, to those prescribed for municipal school boards under  
29 AS 29.26.100 - 29.26.190. The question must be in substantially

1 the following form.

2 Shall noncertificated employees of the  
3 \_\_\_\_\_ school district be  
4 prohibited from bargaining collectively  
5 with the school board?

6 (c) The initiative is approved if a majority of the voters in  
7 the school district approve the question.

8 \* Sec. 9. Notwithstanding the amendments made to AS 14.20.560 by secs.  
9 3 - 5 of this Act, a bargaining unit that exists on the effective date of  
10 this Act may continue to exist unless the members of the unit vote by  
11 secret ballot to decertify the bargaining agent or to join with another  
12 bargaining unit in the school district.

# ASSOCIATION OF ALASKA SCHOOL BOARDS

316 W. 11th St. • Juneau, Alaska 99801-1510 • (907) 586-1083

## POSITION OF ASSOCIATION OF ALASKA SCHOOL BOARDS

### CSHB 170

The Association of Alaska School Boards is firm in its opposition to CSHB 170, dealing with collective bargaining for classified employees for the following reasons:

1. The majority of Alaskan school districts are rural in nature. Most of their classified employees are relatives and personal friends. They are compensated at a fair and equitable rate of pay, and the conditions of employment are simply not an issue.
2. In our view, CSHB 170 will create a situation which will encourage outside bargaining groups to actively seek to organize new groups of potential members in these school districts. Collective bargaining often creates an adversarial relationship between employer and employees, and we do not want to see this type of relationship forced on rural communities by outside labor organizers eager to increase the size of their membership statewide. CSHB 170 would create such an atmosphere as to artificially create labor/management conflicts in areas of the state where this is simply not an issue.

The long term concern with CSHB 170 would be possible representation of a majority of school employees by a single bargaining unit. CSHB 170 would provide for both classified and certified employees to be covered under Title 14. At the present time, collective bargaining provisions in Title 14 are exempt from binding arbitration, but attempts to change that status for teachers, and now classified employees have been a major effort on behalf of teachers' groups in the state.

To allow bargaining units for school employees to increase their strength by increasing the size of their membership in order to gain an advantage over management would be a mistake. The expectation that classified employees can gain prominence through collective bargaining cannot be met because of the fiscal hardships faced by most school districts. School districts have limited financial resources and are constrained by such things as teacher tenure and negotiated teacher salary schedules in determining how those resources will be spent on personnel.

When the district's inability to meet the expectations of classified employees are realized at the bargaining table, mediation and advisory arbitration will likely not produce results that will satisfy their negotiators. The plea for finality through binding arbitration will begin again.

If the legislature passes this bill, they may be delivering a block of membership to already strong labor unions. Faced with the political influence that these groups can wield, legislators may find it more difficult to deal with the issue of binding arbitration in a logical and reasonable manner.

The bottom line is: why must we pass legislation for which there is no real need ?

SENATE COMMITTEE REPORT

*[Handwritten Signature]*  
FINANCE

FURTHER

DATE TURNED INTO OFFICE \_\_\_\_\_

4/28/88

Mr. President:

LABOR AND COMMERCE Committee considered CSHB 170 (FIN)

extending collective bargaining rights to noncertificated school district employees

and recommended

[ ] replace with \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] same title  
[ ] or adopt \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] new title

[ ] attached amendment(s) and

*[Handwritten: pass]*  
[X] do pass

[ ] do not pass

[ ] no recommendation

[ ] individual recommendations

[ ] further referral to \_\_\_\_\_

[ ] letter of intent adopted \_\_\_\_\_

Committee [X] attached or [ ] adopted ~~fiscal note(s)~~

[ ] new [ ] updated or [X] previous  
[X] zero [ ] fiscal impact

MEMBERS SIGNING DO PASS

OTHER RECOMMENDATIONS

*[Handwritten Signatures: M. G. ...]*  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*[Handwritten Signature: Tim Kelly - Do Pass]*  
\_\_\_\_\_  
Chairman signature and recommendation

[ ] Committee Backup attached

Original sponsor: Labor and Commerce  
Committee

1 IN THE HOUSE BY THE FINANCE COMMITTEE  
2 CS FOR HOUSE BILL NO. 170 (Finance)  
3 IN THE LEGISLATURE OF THE STATE OF ALASKA  
4 FIFTEENTH LEGISLATURE - SECOND SESSION  
5 A BILL  
6 For an Act entitled: "An Act extending collective bargaining rights to  
7 noncertificated school district employees."  
8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:  
9 \* Section 1. AS 14.20.550 is amended to read:  
10 Sec. 14.20.550. NEGOTIATION WITH CERTIFICATED EMPLOYEES. A  
11 [EACH CITY, BOROUGH AND REGIONAL] school board [,] shall negotiate  
12 with its certificated employees in good faith on matters pertaining to  
13 their employment and the fulfillment of their professional duties. A  
14 school board shall negotiate in good faith with its noncertificated  
15 employees on matters of wages, hours, and other terms and conditions  
16 of employment.  
17 \* Sec. 2. AS 14.20.555 is amended by adding a new subsection to read:  
18 (d) Negotiations between the noncertificated employees of the  
19 regional educational attendance areas and the respective regional  
20 school boards shall be conducted by one team representing all the  
21 noncertificated employees and one team representing all the partic-  
22 ipating regional school boards. The provisions of (b) and (c) of this  
23 section apply to these negotiations.  
24 \* Sec. 3. AS 14.20.560(a) is amended to read:  
25 (a) When a majority of the certificated employees in a school  
26 district have designated an educational organization of their own  
27 choosing to bargain for them, the organization shall be recognized by  
28 the school board as the bargaining agent for all the certificated  
29 staff, except superintendents of schools. The membership of a [ANY

1 SUCH] recognized educational organization shall be composed principal-  
2 ly of those employed in the teaching profession in Alaska. When a  
3 majority of the noncertificated employees in a school district have  
4 designated an employee bargaining organization to bargain for them,  
5 the school board shall recognize it as the bargaining agent for all of  
6 the noncertificated employees.

7 \* Sec. 4. AS 14.20.560(b) is amended to read:

8 (b) The organization representing a majority of the certificated  
9 or noncertificated employees of a school district shall, upon the  
10 request of the school board, submit an affidavit verifying that it  
11 does represent a majority of those [THE CERTIFICATED] employees.  
12 Recognition of the employee bargaining agency by a school board is  
13 valid for one year or a term agreed upon by the two parties to an  
14 agreement, unless a majority of those eligible to vote on the question  
15 [CERTIFIED STAFF] votes to request the termination of recognition of  
16 the employee bargaining agency. The school board is entitled to an  
17 affidavit of membership from the employee bargaining agency once each  
18 year.

19 \* Sec. 5. AS 14.20.560(c) is amended to read:

20 (c) Upon the request of 25 percent of the certificated or non-  
21 certificated employees in a district, the school board shall hold,  
22 within 20 days, an election by secret ballot of all the certificated  
23 or noncertificated employees in order to determine their choice of a  
24 bargaining agency. The results of this election are binding for one  
25 year.

26 \* Sec. 6. AS 14.20.570(b) is amended to read:

27 (b) If the mediation meetings are held during working hours [THE  
28 SCHOOL DAY], teachers or noncertificated employees representing an  
29 employee bargaining agency shall be released from [CLASSROOM OR OTHER]

1 assigned duties without penalty or loss of pay.

2 \* Sec. 7. AS 14.20.590 is amended to read:

3 Sec. 14.20.590. GRIEVANCE PROCEDURES. Negotiations agreements

4 must

5 (1) [EXECUTED AFTER JULY 1, 1975 SHALL] define "grievances"  
6 and provide for grievance procedures for the certificated staff or  
7 noncertificated employees; the [. THE] grievance procedures shall  
8 provide that the final step in the procedure shall be binding arbi-  
9 tration; and

10 (2) [. THE NEGOTIATIONS AGREEMENT SHALL] provide a method  
11 for the selection of an arbitrator.

12 \* Sec. 8. Notwithstanding the amendments made to AS 14.20.560 by secs.  
13 3 - 5 of this Act, a bargaining unit that exists on the effective date of  
14 this Act may continue to exist unless the members of the unit vote by  
15 secret ballot to decertify the bargaining agent or to join with another  
16 bargaining unit in the school district.

SENATE COMMITTEE REPORT

FURTHER L&C

4/26/88

DATE TURNED INTO OFFICE \_\_\_\_\_

Mr. President:

HESS

Committee considered CSHB 170 (FIN)

extending collective bargaining rights to noncertificated school district employees

and recommended

[ ] replace with \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] same title  
[ ] or adopt \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] new title

[ ] attached amendment(s) and

[ ] do pass

[ ] do not pass

[ ] no recommendation

[ ] individual recommendations

[ ] further referral to \_\_\_\_\_

[ ] letter of intent adopted \_\_\_\_\_

Committee [ ] attached or [ ] adopted fiscal note(s)

[ ] new [ ] updated or [ ] previous

[ ] zero [ ] fiscal impact

MEMBERS SIGNING DO PASS

OTHER RECOMMENDATIONS

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Chairman signature and recommendation

[ ] Committee Backup attached

SENATE COMMITTEE REPORT

RECEIVED  
FEB 25 1988

FURTHER HESS  
L&C

<sup>25</sup>  
2/26/88

DATE TURNED INTO OFFICE 4-25-88

Mr. President:

State Affairs Committee considered CSHB 170 (FIN)

extending collective bargaining rights to noncertificated school district employees

and recommended

*& reports it back as follows:*

[ ] replace with \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] same title  
[ ] or adopt \_\_\_\_\_ CS \_\_\_\_\_ ) [ ] new title

[ ] attached amendment(s) and

do pass

[ ] do not pass

[ ] no recommendation

[ ] individual recommendations

[ ] further referral to \_\_\_\_\_

[ ] letter of intent adopted \_\_\_\_\_

Committee  attached or [ ] adopted fiscal note(s)

[ ] new [ ] updated or  previous

zero [ ] fiscal impact

MEMBERS SIGNING DO PASS

OTHER RECOMMENDATIONS

*2* [Signature]  
[Signature]  
[Signature]  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*1* [Signature] Do NOT PASS  
*1* [Signature] NO REC  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*1* [Signature]  
Chairman signature and recommendation

[ ] Committee Backup attached