

Collective

Bargaining

Agreement

HFIN

FILE



Official Business

Alaska State Legislature

House of Representatives

Office of the Chief Clerk

State Capitol, Rm 216
Juneau, AK 99801-1182
(907) 465-3725
Fax: (907) 465-5334

MEMORANDUM

Date: April 20, 1998

TO: Finance Committee

FROM: Suzi Lowell *sl*
Chief Clerk

SUBJECT: Collective Bargaining Agreement

Speaker Phillips referred the attached collective bargaining agreements to the Finance Committee for action.

Attachments as noted.

STATE OF ALASKA

TONY KNOWLES, GOVERNOR

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465-2200
FAX: (907) 465-2135

April 16, 1998

04-17-98 10:07 AM

The Honorable Gail Phillips
Speaker of the House
Alaska State Legislature
State Capitol, Room 208
Juneau, Alaska 99801-1182

Dear Madame Speaker:

I am required by the Public Employee Relations Act (AS 23.40.070-260) to report the monetary terms of any agreement reached with an employee organization. By copy of my memorandum to Annalee McConnell, Director of the Office of Management and Budget (enclosed), please accept my report of monetary terms for the collective bargaining agreement reached with the Alaska State Employees Association representing the General Government bargaining unit employees of the executive branch of state government.

These terms were reached after negotiations with the ASEA in a reopener of Article 19-Health Insurance to resolve conflicting provisions within the existing contract. In the interest of maintaining harmonious relations, I respectfully request that the Legislature approve the monetary terms of the agreement pursuant to AS 23.40.215(b), contingent upon ratification of the membership. Results of the ratification vote is expected May 1, 1998.

If my staff or I may answer any questions or provide further information regarding this matter, please do not hesitate to contact me.

Sincerely,



Mark Boyer
Commissioner

enclosure

cc: Pat Pourchot, Legislative Liaison
Office of the Governor

Memorandum

Department of Administration
Office of the Commissioner
mark_boyer@admin.state.ak.us

To: Annalee McConnell
Director
Office of Management and Budget
Office of the Governor

Date: April 16, 1998

From: Mark Boyer *Mark Boyer*
Commissioner
Department of Administration

Phone: 465-2200

Subject: Monetary Terms of health insurance negotiations with ASEA

The State of Alaska has concluded negotiations with the Alaska State Employees Association (ASEA) on behalf of the General Government bargaining unit regarding health insurance contributions for FY99. Due to incompatible contract terms, we found it necessary to reopen article 19 of the current contract to resolve the problem.

The tentative agreement with ASEA is not yet ratified by the union membership. However, due to the necessity of providing information to the legislature for their prospective ratification and appropriation action, we request that you submit an appropriation request "contingent upon ratification of the tentative agreement represented by the proposed LOA: 98-GG-187". The union expects to receive the results of the ratification vote by May 1, 1998.

Monetary terms:

The tentative agreement provides for the GGU to move into a health trust environment to be administered by the Laborer's local 341 and 942. The state would provide a defined contribution on behalf of each eligible employee each month.

1. Require Appropriation

- A. An appropriation of \$1,000,000 benefit receipts for payment to the GGU Health Insurance Trust Reserve Account, effective July 1, 1998.
- B. An increase in the amount contributed for GGU members from the proposed \$473.50 to \$493.00, an increase of \$19.50 per employee per month. This breaks down into two pieces: a) an increase in the state's monthly health insurance premium contribution rate of \$15.00 per month per employee; and b) a payment of \$4.50 per employee per month to be made to the Trust Premium Account for the duration of FY99 only. Based upon an average membership throughout the year of 7,000 members, and a funding ratio of 60% general funds/ 40% other funds we anticipate the cost of this section to be: a) \$1,260,000 total funds-

\$756,000GF/ \$504,000 other funds; and b) \$378,000 total funds- \$226,800GF/
\$151,200 other funds.

II. Other terms

- A. Employees would reduce their leave accrual for the pay periods June 1-15, June 16-30, and July 1-15, 1998 in an amount equal to 10 hours of annual leave. In lieu of the leave accrual, the state will transfer the amount of \$1,122,000 not later than July 15, 1998 to the Trust Reserve Account; and the amount of \$375,000 not later than July 30, 1998 to the Trust Premium Account. These payments would be made from the leave cash-in account. All employees entering the bargaining unit after July 15, 1998 would be subject to the same 10 hour leave accrual reduction for which the state will pay into the trust the cash equivalent.
- B. Employees will be required to pay the difference in the premium established within the trust environment and the \$488.50 that the state will pay on their behalf. Employee contributions to the plan for FY99 are projected at \$52.00/employee/month.

III. State Revenue

- A. There are no provisions in the tentative agreement that would change state revenues.

IV. Productive Work Hours

- A. There are no provisions in the tentative agreement that would change productive work hours.

Please forward to the legislature the foregoing monetary terms in accordance with AS 23.40.215.

Cc: Sharon Barton
Division of Administrative Services

David Essary
Division of Finance

Jim Ayers, Chief of Staff
Office of the Governor

Chuck O'Connell, Business Manager
Alaska State Employees Association

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

April 15, 1998

04-17-98 P03:34 IN
P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465-2200
FAX: (907) 465-2135

Fin

The Honorable Gail Phillips
Speaker of the House
Alaska State Legislature
State Capitol, Room 208
Juneau, Alaska 99801-1182

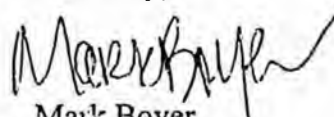
Dear Madam Speaker:

I am required by the Public Employee Relations Act (AS 23.40.070 - 260) to report the monetary terms of any agreement reached with an employee organization. By copy of my memorandum to Annalee McConnell, Director of the Office of Management and Budget (enclosed), please accept my report of monetary terms for the collective bargaining agreement reached with the Confidential Employees Association representing confidential employees of the executive branch.

These terms were reached after negotiations with CEA and if funded become effective July 1, 1998. In the interest of maintaining harmonious relations, I respectfully request that the Legislature approve the monetary terms of this agreement pursuant to AS 23.40.215(b).

If I or my staff may answer any questions or provide further information regarding this matter, please do not hesitate to contact me.

Sincerely,


Mark Boyer
Commissioner

MB/rg

enclosure

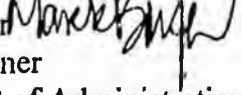
cc:
Pat Pourchot

Memorandum

Department of Administration
Office of the Commissioner
mark_boyer@admin.state.ak.us

To: Annalee McConnell
Director
Office of Management and Budget
Office of the Governor

Date: April 16, 1998

From: Mark Boyer 
Commissioner
Department of Administration

Phone: 465-2200

Subject: Monetary Terms of health insurance negotiations with ASEA

The State of Alaska has concluded negotiations with the Confidential Employees Association (CEA) over terms and conditions of a 1998-1999 collective bargaining agreement for confidential employees.

Monetary terms: Monetary terms of an agreement are defined in AS 23.40.250(4) as changes that will require an appropriation for their implementation, changes that will result in a change in state revenues, or changes that will result in a change in productive work hours for state employees.

I. Require Appropriation

A. The state's monthly contribution for health insurance increases from \$450 to \$500 per employee per month. The union agreed to forego any cost of living adjustment to their salary schedule effective July 1, 1998 in exchange for an increase in their health insurance. Had a .6% pay raise been negotiated (as provided for in most of the other contracts) it would have had a cost impact of approximately \$25 per employee per month. The union membership's contribution was contingent upon an equal employer contribution. Based upon approximately 185 members of the bargaining unit (the number of employees varies depending upon time of year and other variables – an exact figure is difficult to provide), the total cost of this increase is estimated to be \$111,000. The funding ratio for the unit is approximately 65% General Fund and 35% Other.

II. Other terms

- A. Non permanent employees are now recognized as members of the bargaining unit and will be paid on the CEA pay schedule rather than the statutory pay schedule and will be covered by contractual provisions for leave, health insurance and holidays.
- B. Overtime exempt employees who are required to work on a recognized holiday will be given personal leave credit or a "floating holiday" for working that day. The state will not incur any extra over time or holiday pay for work on the holiday.

- C. To save on administrative costs and time, effective dates for merit anniversary dates and leave accrual will coincide with the beginning of pay periods.
- D. Dispatchers at the Alaska Marine Highway System will be paid in fifteen minute increments for phone calls made from home within four hours after their regular shift and in half hour increments for time worked more than four hours after their regularly scheduled shift.

III. **State Revenue**

- A. There are no provisions in the tentative agreement that would change state revenues.

IV. **Productive Work Hours**

- A. There are no provisions in the tentative agreement that would change productive work hours.

Please forward to the legislature the foregoing monetary terms in accordance with AS 23.40.215.

cc: Sharon Barton
Division of Administrative Services

David Essary
Division of Finance

Confidential Employees Assn.



Alaska State Legislature

House of Representatives

State Capitol, Rm 216
Juneau, AK 99801-1182
(907) 465-3725
Fax: (907) 465-5334

Official Business

Office of the Chief Clerk

MEMORANDUM

Date: April 15, 1998

TO: Finance Committee

FROM: Suzi Lowell *SL*
Chief Clerk

SUBJECT: Collective Bargaining Agreement

Speaker Phillips referred the attached collective bargaining agreement to the Finance Committee for action.

Attachment as noted.

STATE OF ALASKA

TONY KNOWLES, GOVERNOR

04-14-98 A10:22 IN

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465-2200
FAX: (907) 465-2135

April 7, 1998

The Honorable Gail Phillips
Speaker of the House
State Capitol, Room 208
Juneau, Alaska 99801-1182

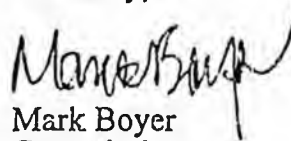
Dear Madame Speaker:

Pursuant to the Public Employment Relations Act (AS 23.40.070 - 260), I am reporting the monetary terms of the collective bargaining agreement reached between the Board of Regents of the University of Alaska and the University of Alaska Classified Employees Association representing the maintenance and trades bargaining unit.

The enclosed April 6, 1998, memorandum to Annalee McConnel, Director of Office of Management and Budget, identifies the specific monetary terms applicable to this bargaining unit. Funding of these terms will be formerly requested by the Office of Management and Budget. The monetary terms of the collective bargaining agreement are subject to funding by appropriation by the Legislature; if funding is not appropriated, the terms are considered disapproved and the parties to that agreement may resume negotiations or explore other options.

In accordance with AS 23.40.215(b), we respectfully request that the Legislature advise the parties by concurrent resolution of its approval or disapproval of this submission.

Sincerely,



Mark Boyer
Commissioner

Enclosure

cc: Annalee McConnell, Director
Office of Management and Budget

Pat Pourchot
Legislative Liaison
Office of the Governor

Jim Johnson, Director of Labor Relations
University of Alaska


Kent Durand
Division of Personnel
Labor Relations Section

MEMORANDUM

STATE OF ALASKA
Department of Administration
Office of the Commissioner

Date: April 6, 1998

To: Annalee McConnell, Director
Office of Management and Budget
Office of the Governor

From: Mark Boyer, Commissioner 
Department of Administration

Re: Monetary Terms of UA Classified Staff Agreement

The Board of Regents of the University of Alaska has concluded negotiations with the University of Alaska Classified Employees Association, APEA/AFT (UACEA) representing the classified staff for an agreement from January 1, 1998, through December 31, 2000. The Union has ratified the agreement and the agreement has been approved by the Board of Regents pursuant to AS 14.40.170. The following monetary terms were mutually agreed upon by both parties. I have approved the terms of the tentative agreement pursuant to AS 23.40.212 (b).

Monetary Terms. Monetary terms of an agreement are defined in AS 23.40.250(4) as changes that will require an appropriation for their implementation, changes that will result in a change in state revenues, or changes that will result in a change in productive work hours for state employees. These terms apply to 227 positions.

I. **Require Appropriation.**

FY 98-The contract calls for:

- A. A \$120.00 per year per bargaining unit member University contribution shall be made to the legal trust fund.
- B. A \$100.00 per year increase for tool allowance for bargaining unit members required to provide their own tools.

FY 99-The contract calls for:

- A. Effective July 1, 1998, a 1.5% increase in the salary base.

FY 2000-The contract calls for:

- A. 1.5% increase to the salary base effective July 1, 1999.
- B. If average bargaining unit sick leave use is less than 9 days for the specified period, each unit member receives a lump sum payment \$396.00 on December, 1999.

FY2001-The contract calls for:

- A. 1.5% increase to the salary base effective July 1, 2000.
- B. If average bargaining unit sick leave use is less than 9 days for the specified period, each unit member receives a lump sum payment \$396.00 on December, 2000.

II. **State Revenue.** There are no provisions in the tentative agreement that would change State revenues.

III. **Productive Work Hours.** Personal leave day currently provided to employees is transferred to a union business leave bank established and funded by There are no provisions in the tentative agreement that would change productive work hours. There are, of course, a variety of terms and conditions of employment included in this collective bargaining agreement. Except as identified above, these terms and conditions have been carried forward without change from the previous bargaining agreement.

Attached is a copy of the University's analysis of additional appropriations needed in FY 99 to implement the agreement.

Conclusion. I am simultaneously providing these monetary terms to the Legislature as required by A.S. 23.40.215(b).

Attachment: (5 pages-University FY 99 costs and agreement summary)
MB/rg

cc: Sharon Barton, Director
Division of Administrative Services

Marylou Burton, Director
UA Statewide Budget Office

Kent D. Durand, Senior Labor Specialist
Labor Relations Section



Director of Labor Relations
212 Butrovich Building
P.O. Box 755140
Fairbanks, Alaska 99775-5140
(phone) 907-474-7879
(fax) 907-474-5934
(e-mail) snjrj@orca.alaska.edu

University of Alaska
Statewide System of Higher Education
Office of Human Resources
March 5, 1998

Labor Relations — Anchorage Office
3890 University Lake Drive
Suite 101
Anchorage, Alaska 99508-8136
907-786-1432 (phone)
907-786-6139 (fax)

RECEIVED

MAR 9 1998

DEPARTMENT OF ADMINISTRATION
COMMISSIONER'S OFFICE

Mark Boyer, Commissioner
Department of Administration
P.O. Box 110200
Juneau, AK 99811-0200

Re: Collective Bargaining Agreement between the University of Alaska and the
University of Alaska Classified Employees Association, APEA/AFT

Dear Commissioner Boyer:

Please find enclosed the collective bargaining agreement between the University of Alaska and UACEA. This agreement was ratified by the union on March 5, 1998 and approved by the Board of Regents, pursuant to AS 14.40.170 and Board of Regents' Policy, on March 5, 1998. Pursuant to AS 23.40.212(b), the agreement requires the approval of the Department of Administration. We respectfully request your approval of the agreement.

In addition, we request that the Department, pursuant to AS 23.40.215(b), submit the FY99 monetary terms of the agreement to the legislature. Those terms provide for a 1.5% adjustment to the salary schedule effective July 1, 1998, as well as step increases on each member's anniversary date as appropriate. The University will also contribute approximately \$120 per year per CEA member into the union's legal trust fund.

The estimated cost to implement these monetary terms is \$410,200 in general funds, \$247,000 of which is already requested in Section 22 of the Governor's FY99 budget bill. The university requests that the FY99 budget be amended to reflect the full cost of the new contract, an increase of \$163,200 in general funds over our previous estimate. Note that the university has sufficient authority in other funding sources and is not seeking additional authority for the non-general fund costs of this contract.

Please contact me if you have any questions about the agreement, or Marylou Burton, Director of the UA Statewide Budget Office, if you have any questions about the calculation of the monetary provisions as stated above.

Sincerely,

Jim Johnsen, Director of Labor Relations
Statewide Office of Human Resources

Enclosure

cc: Annalee McConnell, Director, Office of Management and Budget
Marylou Burton, Director, UA Statewide Budget Office
Bruce Ludwig, Business Manager, APEA/AFT

University of Alaska
FY99 Costs of CEA Salary Adjustments
(in thousands)

	General Funds	Other Funds	Total Funds
FY98 Base (227 budgeted positions):			
Salaries	\$6,972.0	\$314.9	\$7,286.9
Benefits	2,544.7	114.9	2,659.7
Total	9,516.7	429.8	9,946.6
FY99 Salary Adjustments (1)	410.2	18.7	428.9
Less: Original Request (2)	247.0	n/a*	247.0
Amendment to FY99 Budget Request	\$163.2	n/a*	\$163.2

(1) 1.5% salary schedule adjustment, effective 7/1/98; steps along revised salary schedule, estimated to average 2.5%; and approximately \$120/member to establish a Legal Trust Fund.

(2) \$247.0 in GF already included in Section 22 of the Governor's budget bill.

* NOTE: The university has sufficient authority in other funding sources and is not requesting additional authority.

SUMMARY OF TENTATIVE AGREEMENT
between the
UNIVERSITY OF ALASKA and UACEA

INTRODUCTION

After four months of intensive negotiation, on February 12, 1997, the University of Alaska and UACEA-APEA/AFT reached a tentative agreement for a second 3-year contract providing the terms and conditions of employment for the University's 250 maintenance, service, crafts and trades employees.

The tentative agreement is subject to ratification by the UACEA membership and approval by the University Board of Regents. Monetary terms of the agreement are subject to approval by the legislature.

OPERATIONAL TERMS

Labor Management Committees

- Establish a state-wide labor-management committee.
- Provide for MAU labor-management committees to be developed.

Bargaining Unit Members' Rights and Responsibilities

- Clarify employer right to terminate employees who fail to maintain required license.
- Improved bargaining unit posting process without limiting employer right to select.

Outsourcing

- Increased union involvement prior to decision to outsource while preserving unrestricted right of management right to decide whether to outsource.

Construction of the Agreement

- Past practices are extinguished.
- Contract supercedes policy and regulation.
- Changes in policy or regulation where contract is silent are permitted.

Layoff

- Maintain university right to reduce or discontinue programs and to layoff bargaining unit members.
- Increase layoff notice from 2 weeks to 4 weeks.

Personnel Files

- Protects access to and confidentiality of personnel files.

SUMMARY OF TENTATIVE AGREEMENT
between the
UNIVERSITY OF ALASKA and UACEA

Management Rights

- Preserves administration rights to manage.

Classification

- New classification review and appeal process, separate from the grievance procedure, which does not conclude in arbitration.

Leave

- Sick leave reduction incentive program. If bargaining unit sick leave usage is reduced from current 15 days average per employee per year to 9 days average per year, university makes lump sum payment of \$396.

Resolution of Outstanding Disputes

- Union withdraws of unfair labor practice complaint regarding health benefits changes.

ECONOMIC TERMS

Salary

- Adjustments for market and cost of living and equity interests.

1/98	Step Adj.		
7/98	Grid Adj.	1.5%	99
1/99	Step Adj.		
7/99	Grid Adj.	1.5%	2000
1/00	Step Adj.		
7/00	Grid Adj.	1.5%	2001
TOTAL		4.5%	

- Employees frozen above the grid receive no grid or step increases.
- Step increases stop at end of contract, December 31, 2000.

Health Benefits

- Defined contribution health benefits plan consistent with all other groups.
- One (1) union representative on the University's joint labor-management health benefits task force.
- Union reserves right to take University's monetary contribution for health benefits and purchase separate plan or join other plan. Six months notice is required.

SUMMARY OF TENTATIVE AGREEMENT
between the
UNIVERSITY OF ALASKA and UACEA

Other Benefits

- Increase tool allowance \$300 to \$400 per year for employees required to provide their own tools.
- University contributes \$120 per employee per year into the union's legal trust fund (for employee use in only civil matters not involving the university).

TFNTATIVE AGREEMENT

between the

UNIVERSITY OF ALASKA

and the

UNIVERSITY OF ALASKA CLASSIFIED EMPLOYEES ASSOCIATION
APEA/AFT

for a

COLLECTIVE BARGAINING AGREEMENT

for the period

JANUARY 1, 1998 - DECEMBER 31, 2000

FOR THE UNIVERSITY:

Jim Johnson

[Signature]

Robert Johnson

[Signature]

Kathy Sturgis

FOR UACEA:

Michael Whipple

[Signature]

[Signature]

[Signature]

[Signature]



Official Business

Alaska State Legislature

House of Representatives

Office of the Chief Clerk

State Capitol, Rm 216
Juneau, AK 99801-1182
(907) 465-3725
Fax: (907) 465-5334

MEMORANDUM

Date: April 6, 1998

TO: Finance Committee

FROM: Suzi Lowell *SL*
Chief Clerk

SUBJECT: Collective Bargaining Agreement

Speaker Phillips referred the attached collective bargaining agreement to the Finance Committee for action.

Attachment as noted.

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

DIVISION OF PERSONNEL

TONY KNOWLES, GOVERNOR ^F

UAA

P.O. BOX 110201
JUNEAU, ALASKA 99811-0201
PHONE: (907) 465-4430
FAX: (907) 465-2576


March 24, 1998

The Honorable Gail Phillips
Speaker of the House
Alaska House of Representatives
State Capitol, Room 208
Juneau, Alaska 99801-1182

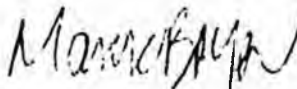
Dear Madame Speaker:

Pursuant to the Public Employee Relations Act (AS 23.40.070 - 260), I am reporting the monetary terms of the collective bargaining agreement reached between the Board of Regents of the University of Alaska and the United Academics-AAUP/AFT representing the regular non-adjunct faculty bargaining unit.

The enclosed March 5, 1998 letter from Jim Johnson, Director of Labor Relations, University of Alaska, identifies the specific monetary terms applicable to this bargaining unit. Funding of these terms will be formerly requested by the Office of Management and Budget. The monetary terms of the collective bargaining agreement are subject to funding by appropriation by the Legislature; if funding is not appropriated, the terms are considered disapproved and the parties to that agreement may resume negotiations or explore other options.

 In accordance with AS 23.40.215(b), we respectfully request that the Legislature advise the parties by concurrent resolution of its approval or disapproval of this submission within 60 legislative days of receipt.

Sincerely,



Mark Boyer
Commissioner

Enclosure

cc: Annalee McConnell, Director
Office of Management and Budget

Pat Pourchot
Legislative Liaison
Office of the Governor

Jim Johnson, Director of Labor Relations
University of Alaska

Kent Durand
Division of Personnel
Labor Relations Section

Director of Labor Relations
212 Butrovich Building
P.O. Box 755140
Fairbanks, Alaska 99775-5140
(phone) 907-474-7879
(fax) 907-474-5934
(e-mail) stj@orca.alaska.edu



University of Alaska
Statewide System of Higher Education
Office of Human Resources

Labor Relations — Anchorage Office
3890 University Lake Drive
Suite 101
Anchorage, Alaska 99508-8136
907-786-1432 (phone)
907-786-5139 (fax)

March 5, 1998

Mark Boyer, Commissioner
Department of Administration
P.O. Box 110200
Juneau, AK 99811-0200

Re: Collective Bargaining Agreement between the University of Alaska and United Academics-AAUP/AFT

Dear Commissioner Boyer:

Please find enclosed the collective bargaining agreement between the University of Alaska and United Academics-AAUP/AFT (UA). This agreement was ratified by the union on March 3, 1998 and approved by the Board of Regents, pursuant to AS 14.40.170 and Board of Regents' Policy, on March 5, 1998. Pursuant to AS 23.40.212(b), the agreement requires the approval of the Department of Administration. We respectfully request your approval of the agreement.

In addition, we request that the Department, pursuant to AS 23.40.215(b), submit the FY98 and FY99 monetary terms of the agreement to the legislature. Those terms provide for a 3% increase effective January 1, 1998, as well as an additional 3% pool of funds to be established July 1, 1998 and distributed on the basis of performance and equity. The terms also provide for a payment of \$400 to each UA member for changes relating to health benefits provisions.

The estimated cost to implement the FY98 monetary terms of this contract is \$59,100 in general funds, and the estimated cost to implement the FY99 monetary terms is \$1,212,500 in general funds. The university requests that the FY98 amount be submitted as an FY98 supplemental request, and that the FY99 amount be requested as an FY99 budget amendment. Note that the appropriation that the university received from the 1997 legislature only partially funded FY98 UA salary increases and is netted out of this request. Note also that the university has sufficient authority in other funding sources and is not seeking additional authority for either the FY98 or FY99 non-general fund costs of this contract.

Please contact me if you have any questions about the agreement, or Marylou Burton, Director of the UA Statewide Budget Office, with questions about the calculation of the monetary provisions as stated above.

Sincerely,

Jim Johnsen, Director of Labor Relations
Statewide Office of Human Resources

Enclosure

cc: Annalee McConnell, Director, Office of Management and Budget
Marylou Burton, Director, UA Statewide Budget Office
Dr. Larry Weiss, President, United Academics

University of Alaska
FY98-FY99 Costs of United Academics Salary Adjustments
(in thousands)

	General Funds	Other Funds	Total Funds
FY98 Base (722 budgeted positions):			
Salaries	\$22,771.9	\$14,092.5	\$36,864.4
Benefits	6,763.3	4,185.5	10,948.7
Total	29,535.2	18,277.9	47,813.1
FY98 Supplemental Request (1)	59.1	n/a*	59.1
FY99 Salary Increase Request (2)	1,212.5	n/a*	1,212.5
Total FY98-FY99 Request	1,271.6	n/a*	1,271.6

(1) The FY98 legislative appropriation for FY98 UA salary increases was calculated at 2.6%, per BOR policy. The new contract calls instead for a 3% increase retro to January 1, 1998. The FY98 supplemental request represents the .4% difference for six months between BOR policy and the new contract.

(2) 3% pool for equity and merit, effective July 1, 1998; \$400 to each member for changes related to health benefits provisions; .4% base adjustment reflecting the difference between the 2.6% increase built into the FY99 base and the 3% increase called for in the contract.

* **NOTE: The university has sufficient authority in other funding sources and is not requesting additional authority.**



Alaska State Legislature

House of Representatives

State Capitol, Rm 216
Juneau, AK 99801-1182
(907) 465-3725
Fax: (907) 465-5334


Official Business

Office of the Chief Clerk

MEMORANDUM

Date: May 8, 1998

TO: Finance Committee

FROM: Suzi Lowell 
Chief Clerk

SUBJECT: Collective Bargaining Agreement

Speaker Phillips referred the attached collective bargaining agreement to the Finance Committee for action.

Attachments as noted.

STATE OF ALASKA

TONY KNOWLES, GOVERNOR

FN

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER
May 6, 1998

P.O. BOX 110200
JUNEAU, ALASKA 99811-0200
PHONE: (907) 465-2200
FAX: (907) 465-2135

The Honorable Gail Phillips
Speaker of the House
State Capitol, Room 208
Juneau, Alaska 99801-1182


Dear Madame Speaker:

Pursuant to the Public Employment Relations Act (AS 23.40.070 - 260), I am reporting the monetary terms of the collective bargaining agreement reached between the State of Alaska and the Alaska State Employees Association (ASEA) representing the General Government Bargaining Unit.

The enclosed May 6, 1998, memorandum to Annalee McConnell, Director of Office of Management and Budget, identifies specific monetary terms applicable to this bargaining unit. Funding of these terms will be formally requested by the Office of Management and Budget. The monetary terms of the collective bargaining agreement are subject to funding by appropriation by the Legislature; if funding is not appropriated, the terms are considered disapproved and the parties to that agreement may resume negotiations or explore other options.

In accordance with AS 23.40.215(b), we respectfully request that the Legislature advise the parties by concurrent resolution of its approval or disapproval of this submission.

Sincerely,


Mark Boyer
Commissioner

Enclosure

cc: Annalee McConnell, Director
Office of Management and Budget

Pat Pourchot
Legislative Liaison
Office of the Governor

Kent Durand
Division of Personnel
Labor Relations Section

MEMORANDUM

STATE OF ALASKA
Department of Administration
Office of the Commissioner

To: Annalee McConnell, Director
Office of Management and Budget
Office of the Governor

Date: May 6, 1998

From: Mark Boyer *MB*
Commissioner
Department of Administration

Subj: Monetary Terms of Collective
Bargaining Agreement between State of
Alaska and Alaska State Employees
Assoc.

The State of Alaska has concluded negotiations with the Alaska State Employees Association (ASEA) concerning health insurance contributions for FY 1999. Due to incompatible contract terms, Article 19 of the current contract was reopened to resolve the problem. After two days of negotiations with the services of a mediator from the Federal Mediation and Conciliation Service, the following monetary terms were mutually agreed upon by both parties in accordance with the 1996-1999 Collective Bargaining Agreement. The terms are effective July 1, 1998, if funded.

The agreement with ASEA is not yet ratified by the union membership. However, due to the necessity of providing information to the legislature for their prospective ratification and appropriation action, we request that you submit an appropriation request contingent upon ratification of the tentative agreement reached May 6, 1998.

- I. **Require Appropriation.** Effective July 1, 1998, the health insurance premiums will be adjusted and increased with the new rate of five hundred seventy-three (\$573.00). The Employer's contribution will be four hundred eighty-eight dollars 50/100 (\$488.50) and the employee's contribution will be eighty-four dollars 50/1000 (\$84.50). The Employer's contribution to the premium increased by fifteen dollars (\$15.00) and the employee's contribution is increased by thirty-four dollars 50/100 (\$34.50) over the current FY 99 budget.
- II. **State Revenue.** There are no provisions in the tentative agreement that would change State revenues.
- III. **Productive Work Hours.** There are no provisions in the tentative agreement that would change productive work hours.

Conclusion. Please forward to the legislature the foregoing monetary terms in accordance with AS 23.40.215.

MB/jc

cc: Sharon Barton, Director
Division of Administrative Services

Division of Finance

Labor Relations Section