

3/23/00

Overview:

DOA,

Employee

Contract.

SFIN

FILE

3/23/00

Cost of Health insurance premiums effective 2/1/00					
(Based upon July covered employee counts)					
Bargaining Unit	# of covered employees	FY00 monthly plan cost	monthly employer contribution.	monthly employee contribution	
General Government (ASEA)	7180	\$ 573.00	\$ 488.50	\$ 84.50	
Supervisors (APEA)	1300	\$ 624.00	\$ 450.00	\$ 174.00	
Labor, Trades & Crafts	1465	\$ 600.00	\$ 550.00	\$ 50.00	
Correctional Officers	670	\$ 627.00	\$ 473.50	\$ 153.50	
Public Safety (PSEA)	410	\$ 595.00	\$ 520.00	\$ 75.00	
Masters Mates & Pilots	72	\$ 624.00	\$ 450.00	\$ 174.00	
Marine Engineers	75	\$ 624.00	\$ 450.00	\$ 174.00	
Inlandboatmen (IBU)	555	\$ 624.00	\$ 450.00	\$ 174.00	
Confidential	190	\$ 624.00	\$ 500.00	\$ 124.00	
Mt. Edgecumbe Teachers	16	\$ 624.00	\$ 475.00	\$ 149.00	
AVTEC	33	\$ 624.00	\$ 450.00	\$ 174.00	
Correspondence	25	\$ 525.00	\$ 423.50	\$ 101.50	
Non-covered	2030	\$ 624.00	\$ 475.00	\$ 149.00	
*participants in the Select Benefits plan are shown with pricing/employee contributions reflecting a					
Standard plan package for medical/dental/vision.					
Total					

Employee Contract Talking Points

03/22/00

- **State employees have held the line on payroll costs for the last four years.** For the first three of these years, state employees received increases equal to one half of the Anchorage CPI and for the last of these four years they received no increase.
- **State employees provide vital services to the people of Alaska** through their work as state troopers, public health nurses, social workers, corrections officers, architects and engineers, employment specialists, health inspectors, road maintenance crews, probation officers, fisheries managers, prosecutors, surveyors, park rangers, and many other professions.
- **State employees contribute significantly to the Alaskan economy.** State employees live and work in Alaska. In FY 99 state employees, including the university, numbered almost 21,700 with a total payroll of \$795 million. Using an economic multiplier of 1.8 (U.S. Bureau of Economic Analysis estimate), state workers earning \$795 million in 1998 injected a total of \$1.43 billion into Alaska's economy by the spending and re-spending of those dollars.
- **State employees are your neighbors.** Of the 15,768 person state workforce (not including the University of Alaska):
 - 7,000 plus (45 percent) live in the Anchorage-Mat/Su region,
 - 4,800 plus (30 percent) work in the state capital or Southeast region,
 - 1,800 plus (11.8 percent) live in the Interior,
 - 1,200 plus (8 percent) live in the Gulf Coast region,
 - 400 plus (2.6 percent) live in the Southwest region, and
 - 274 (1.7 percent) live in the Northern region.
- **Average monthly earnings for state employees, not adjusted for inflation, from 1996 to 1998 lagged far behind the increase in average earnings for other sectors of the Alaskan economy.**
 - Private sector employees in Alaska: increased by 4.9 percent
 - Federal employees in Alaska: increased by 16.0 percent.
 - Alaska state employees: increased by 0.1 percent.
- **State of Alaska contribution in 1999 for most state employees' health insurance is less than that of other public sector employers for comparable plans and employee contributions for state health insurance plans are significantly more.**
 - Fairbanks monthly employer contribution \$600.00, employee contribution \$0.
 - Kenai Peninsula monthly employer contribution \$559.00, employee contribution \$0.
 - Anchorage monthly employer contribution \$500.00, most employees pay between \$17 - \$0 per month.
 - Mat-Su Borough monthly employer contribution \$500.00, employee contribution \$0.
 - State of Alaska monthly employer contribution ranges between \$423.50 - \$550.00 with 85% of the employees receiving an employer contribution of \$488.50 or less, employee contribution ranges from \$174 - \$50.
 - Federal monthly employer contribution \$330, employee contribution \$135. However, this is a preferred provider plan and is not directly comparable to the other health plans described above.

Employee Contract Talking Points

03/22/00

- **Average monthly reported earnings in 1998, not adjusted for inflation, for state employees is significantly less than the earnings paid in the sectors in which the state competes to recruit its workforce.**
 - Top five private Alaskan industries: \$3,998
 - Federal government in Alaska: \$3,805
 - Alaska state government: \$3,078
- **Average mean earnings of state employees is considerably less than in the industries the state competes with for its labor force.** (based on 1998 employer reports to the Alaska Department of Labor).
 - major oil companies employees: \$111,068
 - utility employees: \$50,328
 - telecommunications employees: \$47,381
 - construction employees: \$45,768
 - transportation employees: \$41, 279
 - state employees: \$39,994
- **State merit increases are very much in line with ongoing compensation increases provided by other employers in Alaska.**
 - Only about 1/3 of state employees receive a merit increase in any year.
 - Merit increases are included in the wage comparison data presented above, so even with merit increases, state employees are falling significantly behind the compensation offered by our biggest competitors for employees.
 - Since many of our most experienced employees are in longevity, they receive no benefit from merit increases.
 - State employees do not receive a variety of other financial benefits offered by private sector employers including bonuses and other promotions.
 - The Federal government offers merit increases, COLA for living in Alaska.

Notes: The top five private sector industries are mining (including the petroleum industry), construction, durable goods manufacturing, wholesale trade and transportation communication and utilities.

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Wages							
GF	9,720,900	9,720,900	7,108,920	16,829,820	12,871,894	36,810,634	29,756,753
Federal Funds	2,735,100	2,735,100	1,596,857	4,331,957	3,351,121	9,279,934	7,603,824
Other Funds	6,007,100	6,007,100	4,364,327	10,371,427	7,997,174	22,732,928	18,392,874
Total Funds	18,463,100	18,463,100	13,070,104	31,533,204	24,220,189	68,823,496	55,753,451
Health Insurance							
GF	3,188,900	3,188,900	5,216,048	11,593,848	5,538,006	25,536,802	13,947,014
Federal Funds	873,900	873,900	1,629,954	3,377,754	1,517,036	7,398,644	4,021,029
Other Funds	2,209,900	2,209,900	3,378,306	7,798,106	3,458,007	16,844,319	9,044,683
Total Funds	6,272,700	6,272,700	10,224,308	22,769,708	10,513,049	49,779,765	27,012,726
Total Cost							
GF (w/o MHS subsidy)	12,909,800	13,889,960	13,130,067	30,462,487	19,444,306	66,574,420	46,428,333
Federal Funds	3,609,000	3,609,000	3,226,811	7,709,711	4,868,157	16,678,578	11,624,853
Other Funds	8,217,000	8,217,000	7,742,633	18,169,533	11,455,181	39,577,247	27,437,557
Total Funds	24,735,800	24,735,800	23,294,411	54,302,911	34,733,239	118,603,261	82,766,177
MMP Total Cost	145,800	145,800	173,275	380,275	231,991	844,041	553,766
MEBA Total Cost	175,000	175,000	196,219	444,619	260,471	971,509	634,890
IBU Total Cost	1,127,500	1,127,500	972,338	2,573,138	1,231,548	5,229,424	3,352,286
CEA MHSF	21,200	21,200					
GGU MHSF	125,400	125,400					
LTC MHSF	10,500	10,500					
SU MHSF	22,500	22,500					
XE MHSF	5,700	5,700					
MHS total	1,633,600	1,633,600	1,341,832	3,398,032	1,724,010	7,044,974	4,540,942
60% GF	980,130	980,160	805,009	2,038,819	1,034,406	4,226,984	2,724,565
Rounded to	980,200						
Assumptions:							
PPTs and NPs receive 50% of Signing Bonus (confirmed w/Bob 2/17)							
PX, XE, EE, Courts & Legislature receive Signing Bonus							
Vacancy assessed at rate shown and current Health Insurance employer costs shown in ()							

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
PSEA - 411 positions	<i>Public Safety Employee Association</i>						
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$546.50 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	2.7% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	373,300	373,300	526,749	900,049	805,934	2,232,732	1,711,791
Federal Funds	7,300	7,300	11,180	18,480	17,104	46,764	33,083
Other Funds	99,400	99,400	131,504	230,904	201,200	563,608	428,681
Total Funds	480,000	480,000	669,433	1,149,433	1,024,238	2,843,104	2,173,555
Health Insurance (520.00)	\$546.50		\$575.00		\$630.00		
GF	98,900	98,900	106,371	304,171	205,276	714,718	410,572
Federal Funds	1,900	1,900	2,078	5,878	4,011	13,867	8,022
Other Funds	26,300	26,300	28,303	80,903	54,620	190,126	109,242
Total Funds	127,100	127,100	136,752	390,952	263,907	918,711	527,836
Total Cost							
GF	472,200	472,200	633,120	1,204,220	1,011,210	2,947,450	2,122,363
Federal Funds	9,200	9,200	13,258	24,358	21,115	60,631	41,105
Other Funds	125,700	125,700	159,807	311,807	255,820	753,734	537,923
Total Funds	607,100	607,100	806,185	1,540,385	1,288,145	3,761,815	2,701,391

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
LTC - 1273 PFT, 484 PPT & 20 NP (not adjusted for AMHS)	<i>Labor, Trades and Crafts</i>						
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$570 in Year 1, \$590 in Year 2 and \$630 in Year 3 (has mhs)	4.9% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	928,100	928,100	877,350	1,805,450	1,335,277	4,018,077	3,169,809
Federal Funds	72,800	72,800	67,175	139,975	102,785	309,935	239,573
Other Funds	739,300	739,300	662,087	1,401,387	1,020,073	3,083,547	2,395,695
Total Funds	1,740,200	1,740,200	1,606,612	3,346,812	2,458,135	7,411,559	5,805,077
Health Insurance (550.00)	\$570.00		\$590.00		\$630.00		
GF	187,900	187,900	187,810	563,610	375,621	1,314,941	752,371
Federal Funds	14,600	14,600	14,699	43,899	29,398	102,596	58,798
Other Funds	149,900	149,900	149,646	449,446	299,292	1,048,284	597,565
Total Funds	352,400	352,400	352,155	1,056,955	704,311	2,465,821	1,408,734
Total Cost							
GF	1,116,000	1,116,000	1,065,160	2,369,060	1,710,898	5,333,018	3,922,180
Federal Funds	87,400	87,400	81,874	183,874	132,183	412,531	298,371
Other Funds	889,200	889,200	811,733	1,850,833	1,319,365	4,131,831	2,993,260
Total Funds	2,092,600	2,092,600	1,958,767	4,403,767	3,162,446	9,877,380	7,213,811

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Correctional Officers - 758 PFT							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	6.2% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	818,800	618,800	766,080	1,584,880	1,249,827	3,600,787	2,834,984
Federal Funds	19,300	19,300	18,496	37,796	29,667	85,959	65,227
Other Funds	15,100	15,100	14,118	29,218	23,055	66,391	54,237
Total Funds	853,200	853,200	798,694	1,651,894	1,302,549	3,753,137	2,954,448
Health Insurance (481.50)	\$515.00		\$575.00		\$630.00		
GF	274,600	274,600	491,586	1,040,786	450,620	2,257,592	1,216,797
Federal Funds	6,100	6,100	11,009	23,209	10,092	50,410	27,251
Other Funds	5,100	5,100	9,106	19,306	8,347	41,859	22,539
Total Funds	285,800	285,800	511,701	1,083,301	469,059	2,349,861	1,266,587
Total Cost							
GF	1,093,400	1,093,400	1,257,666	2,625,666	1,700,447	5,858,379	4,051,781
Federal Funds	25,400	25,400	29,505	61,005	39,759	136,369	92,478
Other Funds	20,200	20,200	23,224	48,524	31,402	108,250	76,776
Total Funds	1,139,000	1,139,000	1,310,395	2,735,195	1,771,608	6,102,998	4,221,035

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Masters, Mates & Pilots - 75 positions (estimates from AMHS) (60% GF and 40% AMHS)							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3	3% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	87,300	87,300	54,000	141,300	49,500	244,800	190,800
Total Funds	87,300	87,300	54,000	141,300	49,500	244,800	190,800
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	58,500	58,500	119,275	236,275	182,491	596,541	360,266
Total Funds	58,500	58,500	119,275	236,275	182,491	596,541	360,266
Total Cost							
GF		0	0	0	0	0	0
Federal Funds		0	0	0	0	0	0
Other Funds	145,800	145,800	173,275	377,575	231,991	841,341	551,066
Total Funds	145,800	145,800	173,275	377,575	231,991	841,341	551,066

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
GGU - 7416 PFT, 1435 PPT & 227 NP = 9078 Positions	<i>general government unit</i>						
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (has mhs)	4.5% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	4,563,200	4,563,200	1,791,135	6,354,335	4,685,111	12,830,580	10,990,072
Federal Funds	1,991,400	1,991,400	834,008	2,825,408	2,182,654	5,842,069	5,024,067
Other Funds	2,896,400	2,896,400	1,271,950	4,168,350	3,330,287	8,770,587	7,532,066
Total Funds	9,451,000	9,451,000	3,897,092	13,348,092	10,198,052	27,443,236	23,546,206
Health Insurance (488.50)	\$515.00		\$575.00		\$630.00		
GF	1,198,200	1,198,200	2,636,350	5,032,750	2,416,650	11,283,950	6,251,220
Federal Funds	524,200	524,200	1,221,327	2,269,727	1,119,544	5,134,798	2,864,831
Other Funds	763,400	763,400	1,726,185	3,252,985	1,582,335	7,324,905	4,071,273
Total Funds	2,485,800	2,485,800	5,583,862	10,555,462.0	5,118,529.0	23,743,653	13,187,324
Total Cost							
GF	5,761,400	5,761,400	4,427,485	11,387,085	7,101,761	24,114,530	17,241,292
Federal Funds	2,515,600	2,515,600	2,055,335	5,095,135	3,302,198	10,976,867	7,888,898
Other Funds	3,659,800	3,659,800	2,998,135	7,421,335	4,912,622	16,095,492	11,603,339
Total Funds	11,936,800	11,936,800	9,480,954	23,903,554	15,316,581	51,186,889	36,733,530

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
SU - 1380 PFT, 11 PPT = 1391 Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (has mhs)	4.5% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	789,900	789,900	932,120	1,722,020	1,426,050	4,080,190	3,148,886
Federal Funds	299,800	299,800	353,597	653,397	540,960	1,547,954	1,167,656
Other Funds	498,000	498,000	625,368	1,123,368	956,751	2,705,487	2,106,087
Total Funds	1,587,700	1,587,700	1,911,085	3,498,785	2,923,761	8,333,631	6,422,629
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF	510,400	510,400	466,108	1,486,908	427,265	2,890,681	1,406,695
Federal Funds	194,500	194,500	187,215	576,215	171,614	1,129,544	553,448
Other Funds	323,600	323,600	298,753	945,953	273,857	1,842,163	896,328
Total Funds	1,028,500	1,028,500	952,076	3,009,076	872,736	5,862,388	2,856,471
Total Cost							
GF	1,300,300	1,300,300	1,398,228	3,208,928	1,853,315	6,970,871	4,555,581
Federal Funds	494,300	494,300	540,812	1,229,612	712,574	2,677,498	1,721,104
Other Funds	821,600	821,600	924,121	2,069,321	1,230,608	4,547,650	3,002,415
Total Funds	2,616,200	2,616,200	2,863,161	6,507,861	3,796,497	14,196,019	9,279,100

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
CEA - 213 PFT, 1 PPT + 2NP = 216 Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$540 in Year 1, \$575 in Year 2 and \$630 in Year 3 (has mhs)							
Wages			2.0%		3.0%		
GF	151,600	151,600	126,640	278,240	193,760	598,640	472,807
Federal Funds	21,500	21,500	17,461	38,961	26,714	83,136	63,840
Other Funds	73,000	73,000	61,757	134,757	94,486	291,000	229,988
Total Funds	246,100	246,100	205,858	451,958	314,960	972,776	766,635
Health Insurance (500.00)	\$540.00		\$575.00		\$630.00		
GF	60,600	60,600	53,028	174,228	83,329	371,185	196,974
Federal Funds	8,500	8,500	7,469	24,469	11,736	52,174	27,743
Other Funds	29,000	29,000	25,480	83,480	40,038	177,998	94,641
Total Funds	98,100	98,100	85,977	282,177	135,103	601,357	319,358
Total Cost							
GF	212,200	212,200	179,668	452,468	277,089	969,825	669,781
Federal Funds	30,000	30,000	24,930	63,430	38,450	135,310	91,583
Other Funds	102,000	102,000	87,237	218,237	134,524	468,998	324,629
Total Funds	344,200	344,200	291,835	734,135	450,063	1,574,133	1,085,993

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
XE & EE - 1531 PFT, 62 PPT + 166 NP = 1759 Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (has mhs)	4.4% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	800,700	800,700	994,854	1,795,554	1,522,053	4,312,461	3,384,993
Federal Funds	323,000	323,000	294,940	617,940	451,237	1,364,117	1,010,377
Other Funds	763,100	763,100	866,157	1,629,257	1,325,173	3,820,587	2,946,188
Total Funds	1,886,800	1,886,800	2,155,951	4,042,751	3,298,463	9,497,165	7,341,558
Health Insurance (475.00)	\$515.00		\$575.00		\$630.00		
GF	307,600	307,600	461,311	1,076,511	422,869	2,268,291	1,191,838
Federal Funds	124,100	124,100	186,157	434,357	170,641	915,255	480,936
Other Funds	293,100	293,100	439,526	1,025,726	402,900	2,161,252	1,135,515
Total Funds	724,800	724,800	1,086,994	2,536,594	996,410	5,344,798	2,808,289
Total Cost							
GF	1,108,300	1,108,300	1,456,165	2,872,065	1,944,922	6,580,752	4,576,831
Federal Funds	447,100	447,100	481,097	1,052,297	621,878	2,279,372	1,491,313
Other Funds	1,056,200	1,056,200	1,305,683	2,654,983	1,728,073	5,981,839	4,081,703
Total Funds	2,611,600	2,611,600	3,242,945	6,579,345	4,294,873	14,841,963	10,149,847

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Courts 671 PFT + 52 PPT + 32 NP = 755							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	3% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	829,900	829,900	672,746	1,502,646	1,009,118	3,184,509	2,511,796
Federal Funds		0		0		0	0
Other Funds		0		0		0	0
Total Funds	829,900	829,900	672,746	1,502,646	1,009,118	3,184,509	2,511,796
Health Insurance (475.00)	\$515.00		\$575.00		\$630.00		
GF	324,600	324,600	486,785	1,135,985	446,219	2,393,589	1,257,527
Federal Funds		0		0		0	0
Other Funds		0		0		0	0
Total Funds	324,600	324,600	486,785	1,135,985	446,219	2,393,589	1,257,527
Total Cost							
GF	1,154,500	1,154,500	1,159,530	2,638,630	1,455,338	5,578,098	3,769,323
Federal Funds	0	0	0	0	0	0	0
Other Funds	0	0	0	0	0	0	0
Total Funds	1,154,500	1,154,500	1,159,530	2,638,630	1,455,338	5,578,098	3,769,323

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Legislature 219 PFT + 274 PPT = 493							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	3% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	430,000	430,000	385,189	815,189	589,596	1,789,974	1,404,786
Federal Funds		0		0		0	0
Other Funds		0		0		0	0
Total Funds	430,000	430,000	385,189	815,189	589,596	1,789,974	1,404,786
Health Insurance (475.00)	\$515.00		\$575.00		\$630.00		
GF	204,000	204,000	305,928	713,928	691,117	1,914,973	1,200,997
Federal Funds		0		0		0	0
Other Funds		0		0		0	0
Total Funds	204,000	204,000	305,928	713,928	691,117	1,914,973	1,200,997
Total Cost							
GF	634,000	634,000	691,117	1,529,117	1,280,713	3,704,947	2,605,783
Federal Funds	0	0	0	0	0	0	0
Other Funds	0	0	0	0	0	0	0
Total Funds	634,000	634,000	691,117	1,529,117	1,280,713	3,704,947	2,605,783

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
MEBA - 90 positions (60% GF & 40% AMHS)							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3	3% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	104,800	104,800	64,800	169,600	59,400	293,800	228,960
Total Funds	104,800	104,800	64,800	169,600	59,400	293,800	228,960
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	70,200	70,200	131,419	271,819	201,071	674,509	402,690
Total Funds	70,200	70,200	131,419	271,819	201,071	674,509	402,690
Total Cost							
GF		0	0	0	0	0	0
Federal Funds		0	0	0	0	0	0
Other Funds	175,000	175,000	196,219	441,419	260,471	968,309	631,650
Total Funds	175,000	175,000	196,219	441,419	260,471	968,309	631,650

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
IBU - 580 positions (60% GF & 40% AMHS)							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3	3% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	675,100	675,100	554,738	1,229,838	848,748	2,633,324	2,078,606
Total Funds	675,100	675,100	554,738	1,229,838	848,748	2,633,324	2,078,606
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	452,400	452,400	417,600	1,322,400	382,800	2,575,200	1,252,800
Total Funds	452,400	452,400	417,600	1,322,400	382,800	2,575,200	1,252,800
Total Cost							
GF		0	0	0	0	0	0
Federal Funds		0	0	0	0	0	0
Other Funds	1,127,500	1,127,500	972,338	2,552,238	1,231,548	5,208,524	3,331,406
Total Funds	1,127,500	1,127,500	972,338	2,552,238	1,231,548	5,208,524	3,331,406

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Mt. Edgecumbe Teachers 18 PPT Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	2.7% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	1,300	1,300	1,327	2,627	2,029	5,983	4,617
Federal Funds		0		0		0	0
Other Funds	19,800	19,800	20,406	40,206	31,212	91,824	71,374
Total Funds	21,100	21,100	21,733	42,833	33,241	97,907	75,991
Health Insurance (475.00)	\$515.00		\$575.00		\$630.00		
GF	400	400	695	1,495	638	3,228	1,796
Federal Funds		0		0		0	0
Other Funds	7,800	7,800	11,814	27,414	10,829	57,857	30,519
Total Funds	8,200	8,200	12,509	28,909	11,467	61,085	32,315
Total Cost							
GF	1,700	1,700	2,022	4,122	2,667	9,211	6,413
Federal Funds	0	0	0	0	0	0	0
Other Funds	27,600	27,600	32,220	67,620	42,041	149,681	101,893
Total Funds	29,300	29,300	34,242	71,742	44,708	158,892	108,306

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
AVTECA 35 PPT Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	3.8% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF	34,100	34,100	34,731	68,831	53,139	156,701	122,213
Federal Funds		0		0		0	0
Other Funds	6,400	6,400	6,028	12,428	9,222	27,678	21,311
Total Funds	40,500	40,500	40,759	81,259	62,361	184,379	143,524
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF	21,700	21,700	20,076	63,476	18,402	123,654	60,227
Federal Funds		0		0		0	0
Other Funds	4,000	4,000	3,735	11,735	3,423	22,893	11,205
Total Funds	25,700	25,700	23,811	75,211	21,825	146,547	71,432
Total Cost							
GF	55,800	55,800	54,807	132,307	71,541	280,355	182,440
Federal Funds	0	0	0	0	0	0	0
Other Funds	10,400	10,400	9,763	24,163	12,645	50,571	32,516
Total Funds	66,200	66,200	64,570	156,470	84,186	330,926	214,956

February 2000 Contract Costs

	Year 1 Rounded	Cumulative Cost - Year 1	Year 2	Cumulative Cost - Year 2	Year 3	Cumulative Cost - Year 3	Total Incremental Cost
Correspondence Teachers 25 PPT Positions							
\$1200 Signing Bonus, 2% in Year 2 and 3% in Year 3, Health Ins at \$515 in Year 1, \$575 in Year 2 and \$630 in Year 3 (no mhs)	2% Vacancy						
Wages	\$1200 Bonus		2.0%		3.0%		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	29,400	29,400	31,414	60,814	48,067	140,295	108,881
Total Funds	29,400	29,400	31,414	60,814	48,067	140,295	108,881
Health Insurance (450.00)	\$515.00		\$575.00		\$630.00		
GF		0		0		0	0
Federal Funds		0		0		0	0
Other Funds	26,600	26,600	17,464	70,664	16,004	130,732	60,100
Total Funds	26,600	26,600	17,464	70,664	16,004	130,732	60,100
Total Cost							
GF		0	0	0	0	0	0
Federal Funds		0	0	0	0	0	0
Other Funds	56,000	56,000	48,878	131,478	64,071	271,027	168,981
Total Funds	56,000	56,000	48,878	131,478	64,071	271,027	168,981

ALYESKA CENTRAL SCHOOL EDUCATION ASSOCIATION AGREEMENT

1) Duration of the Agreement

The Agreement will remain in full force and effect from July 1, 2000, to and including June 30, 2003.
There are no re-openers during the term of the agreement.

2) FY 2001 Economic Package

- \$1,200.00 lump sum payment to be made to all bargaining unit employees no later than July 31, 2000 less employee and employer deductions.
- The Association has agreed to provide bargaining unit members health care coverage through the Association's health insurance trust. Contributions to the trust for each full-time employee will be \$515.00 effective 7/1/2000.

3) FY 2002 Economic Package

- Two percent (2%) general wage increase to be given to all bargaining unit employees effective 7/1/2001.
- Contributions to the Association's health trust for each full-time employee will be \$575.00 effective 7/1/2001.

4) FY 2003 Economic Package

- Three percent (3%) general wage increase to be given to all bargaining unit employees effective 7/1/2002.
- Contributions to the Association's health trust for each full-time employee will be \$630.00 effective 7/1/2002.

5) MISCELLANEOUS

- Letter of Agreement on modernization of the work force.

6) TOTAL COST OF MONETARY TERMS (Based on current employee count)

- Year 1 - \$56,000.00
- Year 2 - \$48,878.00
- Year 3 - \$64,071.00
- Cumulative Cost for 3 years (life of contract) - \$271,027.00

AVTEC Agreement

Duration: 7/1/00-6/30/03; no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00):

- \$1200 one time payment to all members of the bargaining unit.
- The employer contribution to health insurance will be \$515 per employee per month effective July 1, 2000.

FY 02 Economic:

- 2% pay scale increase effective July 1, 2001.
- The employer contribution to health insurance will be \$575 per employee per month effective July 1, 2001.

FY 03 Economic:

- 3% pay scale increase effective July 1, 2002.
- The employer contribution to health insurance will be \$630 per employee per month effective July 1, 2002.

Miscellaneous:

- 3 year agreement with no re-openers.
- Monetary terms meet economic package offered to all other unions.
- Agreement to move to a health trust.
- Letter of Agreement on Modernization of Workforce.

Total cost of monetary terms (based on current employee count)

- Year 1 cost-\$66,200.00
- Year 2 cost-\$64,570.00
- Year 3 cost-\$84,186.00
- Cumulative cost 3 years---\$330,926.00

CEA Agreement

Duration: 7/1/00-6/30/03; no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- New service step N effective for the life of the contract. Employees benefiting from the service step will receive a prorated \$1200 flat payment. Steps J, K, L, and M shall be established at 3.75% above the previous step at each range.
- \$1200 flat payment to be paid no later than July 31, 2000 to all employees, who did not benefit from the new service step, that are employed on July 1, 2000. This payment is to be prorated at \$50 per pay period for all employees that worked between July 1, 1999 and June 30, 2000 and are still employed on July 1, 2000.
- The employer contribution to health insurance will be \$540 per employee per month effective July 1, 2000. The cost of the increased employer contribution from \$515 to \$540 per employee per month is paid for by the savings from pro-rating the \$1200 flat payment.

FY 02 Economic

- 2% pay scale increase effective August 1, 2001.
- Employer contribution to health insurance increased to \$575 per employee per month effective July 1, 2001.

FY 03 Economic

- 3% pay scale increase effective August 1, 2002.
- Employer contribution to health insurance increased to \$630 per employee per month effective July 1, 2002.

Miscellaneous

- 3 year Agreement with no re-openers.
- Monetary terms meet economic package offered to all other unions.
- Letter of agreement on modernization of work force.
- Agreement to move to a health trust.
- Workplace Alaska already in the contract.

Total cost of monetary terms (based on current employee count)

- Year 1 cost-\$344,200.00
- Year 2 cost-\$291,835.00
- Year 3 cost-\$450,063.00
- Cumulative cost 3 years - \$1,574,133.00.

CORRECTION OFFICERS AGREEMENT

1) Duration of the Agreement

The Agreement will remain in full force and effect from July 1, 2000, to and including June 30, 2003. There are no re-openers during the term of the agreement.

2) FY 2001 Economic Package

- \$1,200.00 lump sum payment to be made to all bargaining unit employees on 7/1/2000 less employee and employer deductions. The Union has indicated that it may, with membership approval use some of this money to defray start-up expensed for the medical insurance trust.
- The Union has agreed to provide bargaining unit members health care coverage through the creation of a medical insurance trust. Contributions to the trust for each bargaining unit employee will be \$515.00 effective 7/1/2000.

3) FY 2002 Economic Package

- Two percent (2%) general wage increase to be given to all bargaining unit employees effective 7/1/2001.
- Contributions to the Union's medical trust for each bargaining unit employee : will be \$575.00 effective 7/1/2001.

4) FY 2003 Economic Package

- Three percent (3%) general wage increase to be given to all bargaining unit employees effective 7/1/2001.
- Contributions to the Union's medical trust for each bargaining unit employee will be \$630.00 effective 7/1/2002.

5) MISCELLANEOUS

- Letter of Agreement on modernization of the work force.

6) TOTAL COST OF MONETARY TERMS (based on current employee count)

- Year 1 cost - \$1,139,000.00
- Year 2 cost - \$1,310,395.00
- Year 3 cost - \$1,771,608.00
- Cumulative Cost 3 years- \$6,102,998.00

GGU Agreement

Duration: 7/1/00-6/30/03; no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- New merit step effective for the life of the contract. Employees benefiting from the merit step will not receive a \$1200 flat payment.
- \$1200 flat payment to be paid no later than July 31, 2000 to all employees, who did not benefit from the new merit step, that are employed on July 1, 2000. This payment is to be prorated at \$50 per pay period for all employees that worked between July 1, 1999 and June 30, 2000 and are still employed on July 1, 2000.
- The employer contribution to health insurance will be \$515 per employee per month effective July 1, 2000.

FY 02 Economic

- 2% pay scale increase effective January 1, 2002.
- Employer contribution to health insurance increased to \$575 per employee per month effective July 1, 2001.

FY 03 Economic

- 3% pay scale increase effective January 1, 2003.
- Employer contribution to health insurance increased to \$630 per employee per month effective July 1, 2002.

Miscellaneous

- 3 year Agreement with no re-openers.
- Monetary terms meet economic package offered to all other unions.
- Letter of agreement on modernization of work force.
- Agreement to move to a health trust when premiums accumulate an unrestricted reserve of 4 million dollars.
- Workplace Alaska incorporated.

Total cost of monetary terms (based on current employee count)

- Year 1 cost- \$11,936,800.00
- Year 2 cost- \$9,480,954.00
- Year 3 cost- \$15,316,581.00
- Cumulative cost 3 years- \$51,186,889.00

IBU Agreement

Duration: 7/1/00 - 3/30/03, no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- \$1200 lump sum payment (less employee deductions and employer charges) to be paid July 31, 2000 to all employees that are employed July 15, 2000. This lump sum payment is to be pro-rated at \$50 per pay period for all employees that worked between June 1, 1999 and May 31, 2000 and are still employed on July 1, 2000, and in pay status.
- Two engineering classifications will receive a similar payment of \$57.19, per pay period funded by the pro-ration of the \$1200.00.
- Beginning July 1, 2000, the employer contribution to health insurance will be increased to \$515 per month, per employee.

FY 02 Economic

- 2% increase to the straight time hourly rate, effective September 1, 2001, for all classifications.
- 3% increase to the straight time hourly rate, effective July 1, 2001, for the classifications of Jr. Engineer and Oiler. This is funded by the two month delay in the general wage increase.
- Employer contribution to health insurance increased to \$575 per month, per employee.

FY 03 Economic

- 3% increase to the straight time hourly rate, effective July 1, 2002, for all classifications.
- Employer contribution to health insurance increased to \$630 per month, per employee.

Miscellaneous

- Agreement to pursue moving to a health care trust.
- No need to incorporate Workplace Alaska as IBU contract provides that the employer can recruit from any source. Work Place Alaska is currently in use as the recruiting method for all IBU positions.
- Letters of Agreement to meet and confer on bi-weekly pay periods and contractual impacts on health plan usage.
- Letter of Agreement on Modernization of Work Force

Total Cost of Monetary Terms (based on current employee count)

- Year 1 cost - \$1,127,500.00
- Year 2 cost - \$972,338.00
- Year 3 cost - \$1,231,548.00
- Cumulative cost 3 years- \$5,208,524.00

LTC Agreement

Duration: 7/1/00 - 6/30/03; no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- \$1200 lump sum payment to be paid July 31, 2000 to all employees that are employed July 1, 2000. This lump sum payment is to be pro-rated at \$50 per pay period for all employees that worked between July 1, 1999 and June 30, 2000 and are still employed on July 1, 2000 whether actually working or in layoff status.
- Beginning July 1, 2000 the employer contribution to health insurance will be increased by \$20 a month per employee to \$570 per month.

FY 02 Economic

- 2% pay scale increase effective July 1, 2001.
- Employer contribution to health insurance increased to \$590 per member per month.

FY 03 Economic

- 3% pay scale increase effective July 1, 2002.
- Employer contribution to health insurance increased to \$630 per member per month.
- Effective July 1, 2002 all employees who have 15 years of service and have been at step D for two years will receive an additional service bonus step E that will be 3% above the pay for step D.
**(The \$20 increase in health care contribution in year 2 and step E in year 3 are paid for by savings obtained by pro-rating the \$1200 payment and not applying the wage increase in years 2 & 3 to employees in a frozen pay status.)

Miscellaneous

- Letter of agreement on Modernization of work force.
- 3 year agreement with no re-openers.
- LTC is currently has a health insurance trust.
- No need to incorporate Workplace Alaska as LTC uses a union hall dispatch system

Total Cost of Monetary Terms (based on current employee count)

- Year 1 cost - \$2,092,598.00
- Year 2 cost - \$1,958,767.00
- Year 3 cost - \$3,162,446.00
- Cumulative cost 3 years-- \$9,877,380.00.

Marine Engineers Beneficial Association Agreement

Duration: 7/1/00 - 6/30/03; no re-openers during the life of the contract

FY 01 Economic (effective 7/1/00)

- Effective July 1, 2000 the meal allowance will be increased to \$42.00 a day, penalty pay rate to \$13.00 and Health and Welfare benefits for Temporary Relief Engineers will increase to \$31.00. The employees will receive these increases in lieu of the \$1200 flat payment.
- Beginning July 1, 2000 the employer contribution to health insurance will be increased by \$65 a month per employee to \$515 per month, with the implementation of an employee directed health plan or coalition.

FY 02 Economic

- 2% pay scale increase effective July 1, 2001.
- Beginning July 1, 2001 the employer will increase the Nonwatch Pay by \$100.00. (increase in lieu of \$1200 flat payment in year 1)
- Employer contribution to health insurance increased to \$575 per member per month.

FY 03 Economic

- 3% pay scale increase effective July 1, 2002.
- Employer contribution to health insurance increased to \$630 per member per month.

Miscellaneous

- Letter of agreement on Modernization of work force.
- No need to incorporate Workplace Alaska as MEBA's contract allows for the employer to use means necessary if MEBA cannot supply labor required.

Total Cost of Monetary Terms (based on current employee count)

- Year 1 costs - \$175,000.00
- Year 2 costs - \$196,219.00
- Year 3 costs - \$260,471.00
- Cumulative costs 3 years - \$968,309.00

Masters Mates and Pilots Agreement

Duration: 7/1/00 - 6/30/03; no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- \$1200 lump sum payment to be paid July 1, 2000 to all employees that are employed July 1, 2000.
- Beginning July 1, 2000 the employer contribution to health insurance will be increased by \$65 a month per employee to \$515 per month, with the implementation of an employee directed health plan or coalition.

FY 02 Economic

- 2% pay scale increase effective July 1, 2001.
- Employer contribution to health insurance increased to \$575 per member per month.

FY 03 Economic

- 3% pay scale increase effective July 1, 2002.
- contribution to health insurance increased to \$630 per member per month

Miscellaneous

- Letter of agreement on Modernization of work force.
3 year agreement with no re-openers.
- No need to incorporate Workplace Alaska as MMP's contract allows for the employer to use means necessary if MMP cannot supply labor required.
- Internally financed changes in leave accrual leading to savings on the Alaska Marine Highway.

Total Cost of Monetary Terms (based on current employee count)

- Year 1 cost - \$145,800.00
- Year 2 cost - \$173,275.00
- Year 3 cost - \$231,991.00
- Cumulative cost 3 years - \$841,341.00

PSEA AGREEMENT

Duration: 3/1/00 – 2/18/03; negotiations reopen on/after 1/1/03

FY 01 Economic (eff 7/1/00):

- \$1200/employee "lump sum" split to pay for:
- \$280/member used to increase Kodiak & Klawock geographic differentials
- \$920/member deposited to PSEA Health Trust
- Health Trust contribution increased by \$26.50/employee (\$546.50 mo.)

FY 02 Economic:

- 2% wage schedule increase
- \$575 mo./employee max. HI contribution

FY 03 Economic:

- 3% wage schedule increase
- \$630 mo./employee max. HI contribution

Misc:

- 3-yr. Agreement
- Workplace Alaska incorporated
- Health Trust pre-existing
- Administrative Manual rates for meals & noncommercial lodging
- 3 personal leave cash-in's per yr.
- L/M Committee's of "modernization" & State-provided lodging

Unit Composition:

- App. 410 non-supervisory State Troopers, Airport Safety Officers & Court Services Officers

Total Cost of Monetary Terms (based on current employee count)

- Year 1 cost - \$607,100.00
- Year 2 cost - \$806,185.00
- Year 3 cost - \$1,288,145.00
- Cumulative cost 3 years-- \$3,761,815.00

Supervisory Unit Agreement

Duration: 7/1/00-6/30/03: no re-openers during the life of the contract.

FY 01 Economic (effective 7/1/00)

- \$1200 flat payment to all members of the bargaining unit
- The employer contribution to health insurance will be \$515 per employee per month effective July 1, 2000.

FY 02 Economic

- 2% pay scale increase effective July 1, 2001.
- Employer contribution to health insurance increased to \$575 per employee per month effective July 1, 2001.

FY 03 Economic

- July 1, 2002 a new service step is created which benefits 256 senior employees.
- August 1, 2002 a 3% pay scale increase to those employees who did not benefit from the new service step.
- December 1, 2002 a 3% pay scale adjustment to the senior employees who benefited from the new service step.
- Employer contribution to health insurance increased to \$630 effective July 1, 2002.

Miscellaneous

- 3 year agreement with no re-openers.
- Monetary terms meet economic package offered to all other unions.
- Letter of Agreement on modernization of work force.
- Agreement to move to a health trust when unrestricted reserves are sufficient.
- Workplace Alaska incorporated.

Total Cost of Monetary Terms (based on current employee count)

- Year 1 cost - \$2,616,200.00
- Year 2 cost - \$2,863,161.00
- Year 3 cost - \$3,796,497.00
- Cumulative cost 3 years--\$14,196,019.00.

MT. EDGE CUMBE HIGH SCHOOL TEACHERS (TEAME) AGREEMENT

1) Duration of the Agreement

The Agreement will remain in full force and effect from July 1, 2000 through June 30, 2003. There are no re-openers during the term of the agreement.

2) FY 2001 Economic Package

- \$1,200.00 lump sum payment to be made to all bargaining unit employees on 7/1/2000 less employee and employer deductions. The Union agreed that it will use this money toward a medical insurance trust if the employees have established a trust prior to July 1, 2000.
- The Union has agreed that it is its intent to provide bargaining unit member health care coverage through the creation of a health insurance trust. Employer contributions for each bargaining unit employee will be \$515.00 effective 7/1/2000.

3) FY 2002 Economic Package

- Two percent (2%) general wage increase to be given to all bargaining unit employees effective 7/1/2001.
- Employer contribution for each bargaining unit employee will be \$575.00 effective 7/1/2001.

4) FY 2003 Economic Package

- Three percent (3%) general wage increase to be given to all bargaining unit employees effective 7/1/2002.
- Employer contributions for each bargaining unit employee will be \$630.00 effective 7/1/2002.

5) MISCELLANEOUS

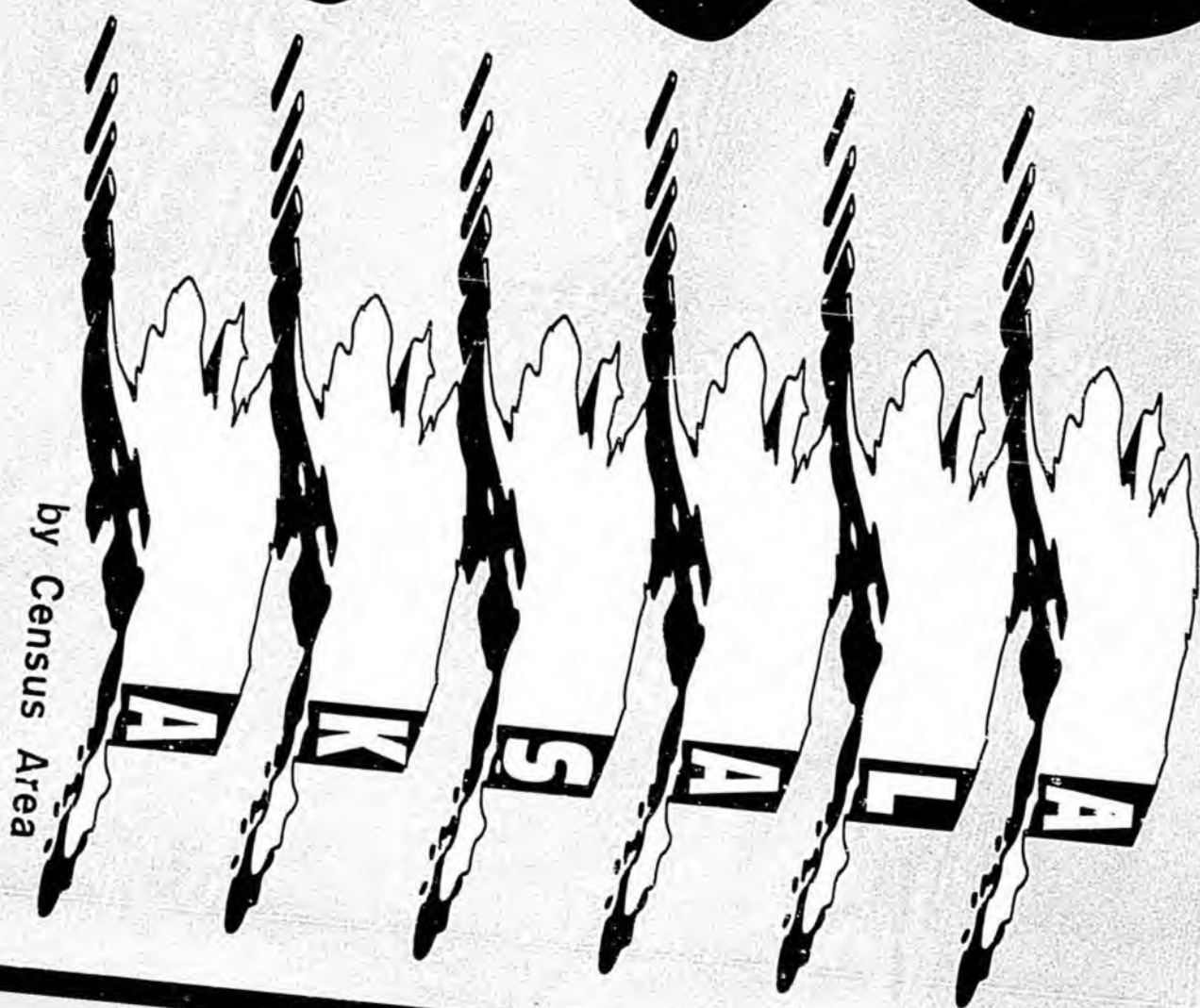
- Letter of Agreement on modernization of the work force.
- Realigned existing compensation for student activity sponsorships effective in year two of the agreement. No appropriation required at this time.

6) TOTAL COST OF MONETARY TERMS (Based on current employee count)

- Year 1 cost - \$29,300.00
- Year 2 cost - \$34,242.00
- Year 3 cost - \$44,708.00
- Cumulative costs 3 years - \$158,892.00

ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT • TONY KNOWLES • GOVERNOR

1998



by Census Area

EMPLOYMENT & EARNINGS SUMMARY REPORT

Employment and Earnings Summary Report

For Alaska and 27 Census Areas

1998

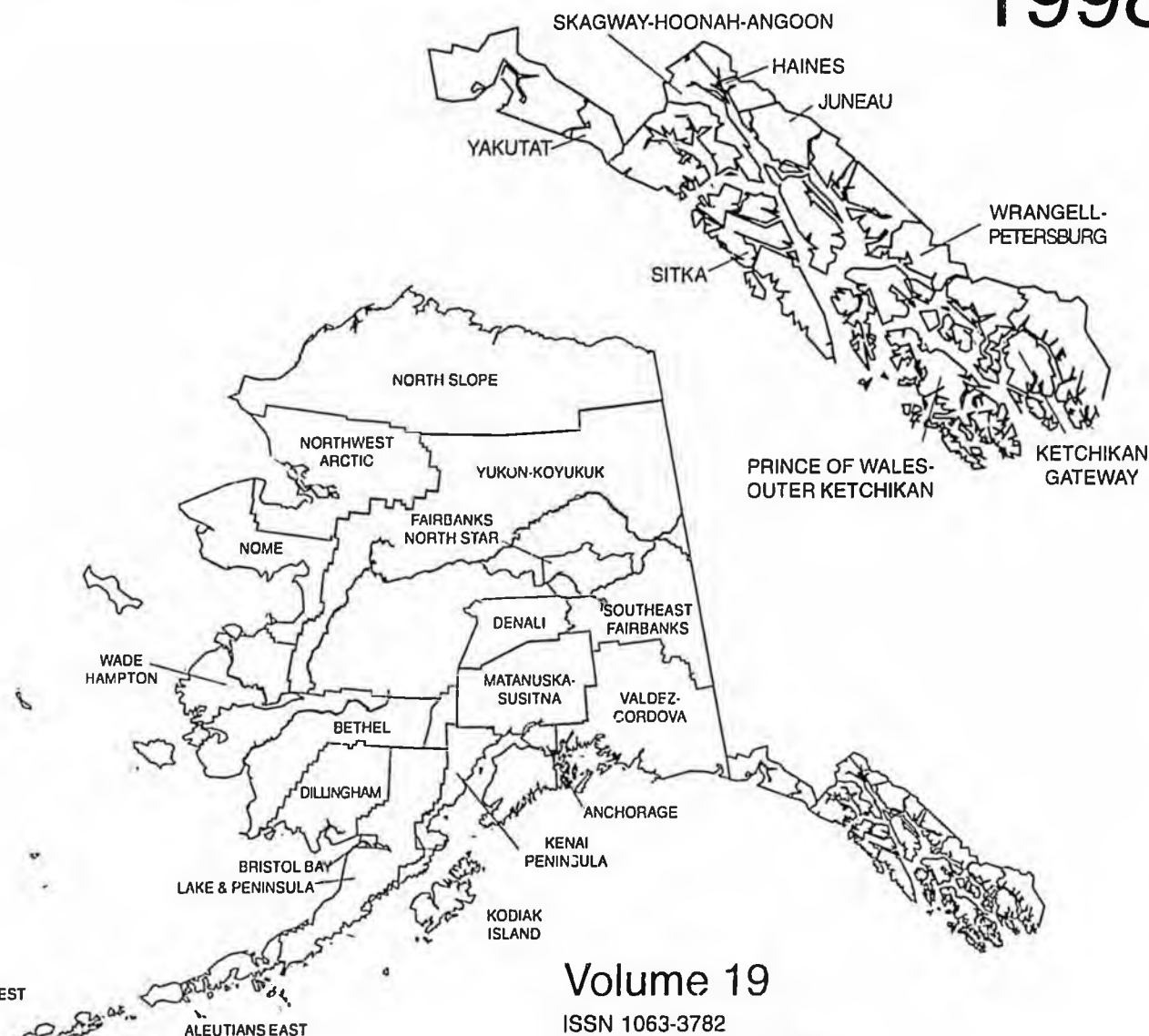
State of Alaska

Tony Knowles, Governor

Alaska Department of Labor
and Workforce Development
Ed Flanagan, Commissioner

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Area Employment and Earnings (See map on title page)

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- 46 • Prince of Wales-Outer Ketchikan Census Area
- 47 • Sitka Borough
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- 50 • Southeast Fairbanks Census Area
- 52 • Valdez-Cordova Census Area
- 54 • Wade Hampton Census Area
- 55 • Wrangell-Petersburg Census Area
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INTRODUCTION

About Employment and Earnings Data

This publication provides employment and payroll information about Alaska and its local areas. Its intent is to assist businesses, nonprofit agencies, governments and the public in assessing the level of economic activity in Alaska. This information provides a framework for analyzing local area economies and is part of a standard method of reporting economic data approved by the U.S. Department of Labor, Bureau of Labor Statistics.

Sources of employment and earnings data include:

- Quarterly employer reports of wages and employment mandated by the State of Alaska's unemployment insurance laws.
- Quarterly federal agency reports made in connection with the state-administered program for unemployed federal workers.
- Supplemental data gathered by Research and Analysis staff to augment the quarterly collection of employment and payroll data.

Wage and salary employment data have been included in this publication as well as in its predecessors the *Statistical Quarterly* and *Employment and Earnings Report* since the first quarter of 1954.

Technical Definitions

ANNUAL AVERAGE MONTHLY EARNINGS: Obtained by dividing "Yearly Earnings" by the sum of monthly employment

INDUSTRIAL CLASSIFICATION: The Standard Industrial Classification Manual, 1987 edition, is used to code all establishments.

Due to space constraints, commonly used, abbreviations are as follows: Ann Av Mo Earn - Annual average monthly earnings; Ann Av Mo Emp - Annual average monthly employment; Bldg. - building(s); CA - Census Area; Emp - Employment; Equip. - Equipment; EX - Except; Ins., & RE - Insurance and Real Estate; Misc. - Miscellaneous; NEC - Not elsewhere classified; Svcs - Services; Trans., Comm., & Util. - Transportation, Communication and Public Utilities.

Excluded groups

Certain segments of Alaska's employed population are excluded from unemployment insurance coverage, and no ongoing method of collecting employment and payroll information is available for these individuals. Research and Analysis acknowledges the importance of this economic activity, but has no reliable method to augment the data published here. The largest segments of the employed population excluded from these data include:

- Self-employed individual.
- Fishers
- Unpaid family help
- Domestic
- Most individuals engaged in agriculture

Industry and area coding

Firm data are classified by industry in conformity with the Standard Industrial Classification (SIC) Manual, 1987 edition. The SIC classification system, which is overseen by the Executive Office of the President, Office of Management and Budget, provides for numerical coding of establish-

ments based upon the principal activity conducted. The SIC classification system covers all economic activity and was developed to promote uniformity in the presentation of statistics by federal agencies, State Governments and private research organizations.

Area data are published for the 27 census areas defined by the U.S. Department of Commerce. A firm's area designation is based on the firm's last reported work-site address. When employers have establishments located in more than one area, separate employment and payroll reports are obtained for each location in which an employer operates. When this is not possible, employment and earnings are reported in the area of the employer's major activity.

A review of each firm's industry and area code is performed by Research and Analysis on a three-year rotating cycle. Changes to industry or area codes that are noneconomic in nature are incorporated into the data in January of each year. Industry and area code changes determined by Research and Analysis staff to be economically-related occur as of the date of the economic event.

NONCLASSIFIABLE ESTAB.: Includes firms which cannot be classified in any other industry.

MONTHLY EMPLOYMENT: The number of employees more accurately depicts the number of jobs as opposed to the number of individual workers. It represents the total number of employees during each employer's pay periods which includes the 12th of the month. It is not an unduplicated count of the number of different individuals because workers holding more than one job or who change jobs during the week of the 12th may be reported by more than one employer.

YEARLY EARNINGS: All remuneration paid to workers covering services performed during the year, including commissions, bonuses, and other gratuities when furnished in connection with the job.

As of July 1, 1996, confidentiality laws were changed to allow formerly nondisclosable employment data to be released. An asterisk (*) is used to avoid disclosure of wage data for individual firms. Yearly totals and averages are calculated using 12 months of employment and four quarters of wages. If sometime during the year a portion was nondisclosable, these figures are not shown.

STATEWIDE SUMMARY DATA 1990-1998

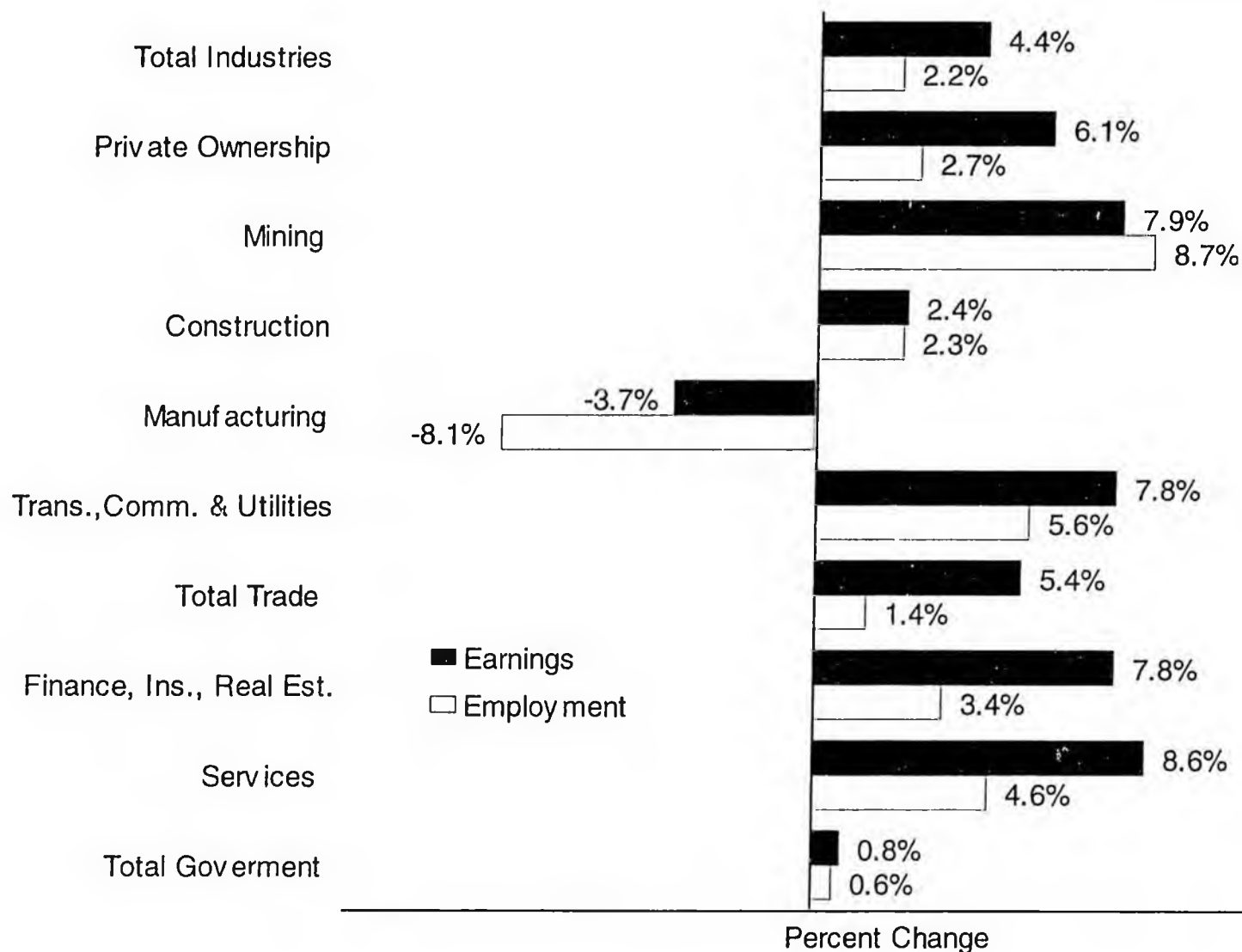
	1990	1991	1992	1993	1994	1995	1996	1997	1998
TOTAL INDUSTRIES	236,227	241,024	245,845	251,216	256,829	259,771	261,484	266,112	271,907
PRIVATE OWNERSHIP	166,498	170,621	173,566	178,359	185,313	188,711	190,321	195,164	200,500
TOTAL GOVERNMENT	69,729	70,403	72,279	72,857	71,515	71,060	71,163	70,948	71,407
MINING	11,475	11,762	10,481	10,031	10,271	9,815	9,615	9,611	10,446
10 Metal mining	1,061	1,039	1,013	844	886	842	1,043	1,244	1,257
12 Coal mining	108	112	117	119	123	128	127	122	118
13 Oil & gas extraction	10,258	10,541	9,229	8,956	9,149	8,690	8,209	8,017	8,870
14 Nonmetallic minerals ex fuels	48	70	123	112	114	155	236	227	202
CONSTRUCTION	10,503	10,565	10,253	11,745	12,778	13,003	12,981	13,134	13,432
15 General building contractors	2,589	2,756	2,729	3,179	3,350	3,587	3,749	3,763	3,844
16 Heavy construction contractors, ex bldg.	3,536	3,289	2,662	3,003	3,235	3,104	2,760	2,880	2,739
17 Special trade contractors	4,379	4,520	4,862	5,563	6,194	6,312	6,472	6,490	6,849
MANUFACTURING	17,182	17,997	18,009	17,095	16,623	17,023	16,251	15,653	14,386
Durable Goods	3,871	3,395	3,038	3,061	3,115	3,236	2,968	3,001	2,711
Nondurable Goods	13,314	14,602	14,972	14,034	13,508	13,787	13,283	12,652	11,674
20 Food & kindred products	9,853	10,974	11,617	10,944	10,660	10,909	10,401	10,032	9,141
22 Textile mill products	7	5	1	1	1	4	2	2	3
23 Apparel & other textile products	47	45	49	55	53	45	44	44	46
24 Lumber & wood products	3,060	2,605	2,340	2,347	2,249	2,225	1,882	1,901	1,585
25 Furniture & fixtures	12	12	16	16	42	28	35	34	42
26 Paper & allied products	907	910	908	783	513	526	524	228	100
27 Printing & publishing	1,780	1,906	1,646	1,505	1,519	1,538	1,521	1,512	1,590
28 Chemicals & allied products	306	341	367	363	375	375	389	406	328
29 Petroleum & coal products	330	340	324	335	328	342	354	379	410
30 Rubber & misc. plastics products	69	53	43	42	50	37	39	44	50
31 Leather & leather products	15	30	17	7	10	12	8	6	6
32 Stone, clay & glass products	262	273	248	260	298	291	299	307	323
33 Primary metal industries	10	9	25	20	19	12	12	12	11
34 Fabricated metal products	119	101	98	101	104	239	243	202	217
35 Industrial machinery & equipment	54	59	50	67	82	86	110	98	105
36 Electronic & other electric equipment	42	35	15	11	18	18	17	15	16
37 Transportation equipment	250	239	189	164	193	214	263	305	305
33 Instruments & related products	12	16	20	32	42	48	43	69	37
39 Miscellaneous manufacturing industries	50	46	37	43	68	75	64	58	70
TRANSPORTATION, COMM. & UTILITIES	20,622	21,767	22,615	22,899	23,373	22,909	22,841	24,142	25,484
40 Railroad transportation	101	96	92	91	89	-	-	-	-
41 Local & interurban passenger transit	1,590	1,534	1,559	1,612	1,615	1,719	1,783	1,938	1,993
42 Trucking & warehousing	2,631	2,851	3,004	2,921	2,968	3,098	2,790	2,861	2,958
44 Water transportation	1,397	1,479	1,673	1,822	1,943	1,981	1,885	2,026	1,937
45 Transportation by air	6,662	7,025	7,341	7,396	7,570	7,401	7,626	8,400	9,146
46 Pipelines, except natural gas	1,095	1,309	1,412	1,333	1,364	1,138	1,010	957	897
47 Transportation services	1,408	1,530	1,524	1,510	1,590	1,513	1,548	1,668	1,669
48 Communication	3,347	3,508	3,649	3,760	3,802	3,724	3,794	4,008	4,323
49 Electric, gas & sanitary services	2,393	2,435	2,362	2,454	2,432	2,336	2,405	2,283	2,561
TOTAL TRADE	45,956	46,767	47,872	49,036	52,648	54,125	54,596	55,839	56,593
WHOLESALE TRADE	8,038	7,787	7,820	8,009	8,277	8,647	8,794	8,773	9,167

STATEWIDE SUMMARY DATA 1990-1998 (cont.)

	1990	1991	1992	1993	1994	1995	1996	1997	1998
50 Wholesale trade-durable goods	4,390	4,434	4,404	4,102	4,208	4,295	4,359	4,177	4,426
51 Wholesale trade-nondurable goods	3,649	3,353	3,416	3,908	4,069	4,352	4,435	4,596	4,741
RETAIL TRADE	37,917	38,980	40,052	41,026	44,370	45,478	45,802	47,066	47,426
52 Bldg. materials & garden supplies	1,336	1,365	1,417	1,557	1,693	1,738	1,764	2,004	2,193
53 General merchandise stores	4,214	4,481	5,026	5,577	7,338	7,668	7,649	7,861	7,640
54 Food stores	6,557	6,963	7,138	7,009	7,160	7,194	6,947	7,115	7,100
55 Automotive dealers & svc. stations	4,177	4,194	4,119	4,219	4,567	4,727	5,150	5,205	5,356
56 Apparel & accessory stores	1,668	1,708	1,646	1,571	1,488	1,446	1,319	1,396	1,403
57 Furniture & homefurnish. Stores	1,144	1,195	1,207	1,221	1,417	1,490	1,520	1,442	1,531
58 Eating & drinking places	13,214	13,292	13,606	13,919	14,659	15,063	15,259	15,870	16,085
59 Miscellaneous retail	5,608	5,782	5,694	5,954	6,050	6,153	6,193	6,174	6,117
FINANCE, INS. & REAL ESTATE	9,165	9,466	9,488	10,004	10,787	10,555	10,643	10,957	11,331
60 Depository institutions	3,730	3,794	3,814	3,942	4,264	4,101	3,992	3,954	4,035
61 Nondepository institutions	332	318	308	391	448	378	413	442	468
62 Security & commodity brokers	237	249	236	255	266	258	280	315	334
63 Insurance carriers	766	744	724	756	756	759	767	824	790
64 Insurance agents, brokers & svc.	1,001	996	988	988	1,038	1,013	1,027	956	1,041
65 Real estate	1,724	1,940	1,881	2,063	2,213	2,242	2,280	2,451	2,671
67 Holding & other investment offices	1,374	1,424	1,537	1,509	1,802	1,804	1,886	2,015	1,992
SERVICES	49,819	50,545	52,707	55,036	57,070	59,510	61,751	64,065	67,037
70 Hotels & other lodging places	5,488	5,182	5,301	5,429	5,843	5,875	5,939	5,968	6,236
72 Personal services	1,787	1,793	1,874	1,876	1,861	1,906	1,898	1,838	1,831
73 Business services	6,661	5,779	6,756	7,330	7,385	7,629	7,999	8,574	8,861
75 Auto repair, services & parking	2,018	1,774	1,775	1,850	1,978	2,157	2,293	2,281	2,361
76 Miscellaneous repair services	868	674	683	713	752	836	880	851	881
78 Motion pictures	904	910	979	937	889	892	891	875	945
79 Amusement & recreation services	1,909	2,261	2,406	2,573	2,981	3,336	3,604	3,858	4,062
80 Health services	10,475	11,105	11,661	12,211	12,829	13,075	13,662	14,645	14,950
81 Legal services	2,028	1,979	1,990	1,957	1,830	1,700	1,656	1,663	1,653
82 Educational services	909	892	980	1,054	1,054	1,000	1,150	1,331	1,400
83 Social services	5,398	5,459	5,732	5,892	5,866	6,262	6,550	6,939	7,422
84 Museums, botanical, zoological gardens	72	79	84	84	84	85	83	95	170
86 Membership organizations	5,218	5,426	5,848	6,189	6,779	7,112	7,340	7,360	7,807
87 Engineering & management svcs.	5,886	6,035	6,419	6,658	6,603	7,275	7,336	7,213	7,921
88 Private households	90	82	102	135	172	204	231	234	239
89 Miscellaneous services	112	117	117	151	163	165	240	341	300
AGRIC., FORESTRY & FISHING	1,098	1,181	1,458	1,604	1,329	1,357	1,418	1,520	1,422
01 Agricultural productions-crops	99	90	105	114	102	107	103	120	121
02 Agricultural production-livestock	24	12	10	11	10	9	9	7	15
07 Agricultural services	444	494	549	637	701	741	812	853	869
08 Forestry	69	65	66	71	70	82	74	77	71
09 Fishing, hunting & trapping	463	519	728	771	446	419	420	464	348
NONCLASSIFIABLE ESTABLISHMENTS	673	571	682	910	434	415	226	246	369
TOTAL GOVERNMENT	69,729	70,403	72,279	72,857	71,515	71,060	71,163	70,948	71,407
Federal government	18,729	18,922	19,558	19,997	18,741	17,570	17,322	17,341	17,175
State government	21,474	21,434	21,883	21,529	21,572	21,422	21,489	21,225	21,538
Local government	29,526	30,048	30,838	31,331	31,202	32,062	32,353	32,382	32,694

PERCENT CHANGE IN EMPLOYMENT AND EARNINGS BY INDUSTRY 1997-1998

Source: Alaska Department of Labor and Workforce
Development, Research and Analysis Section



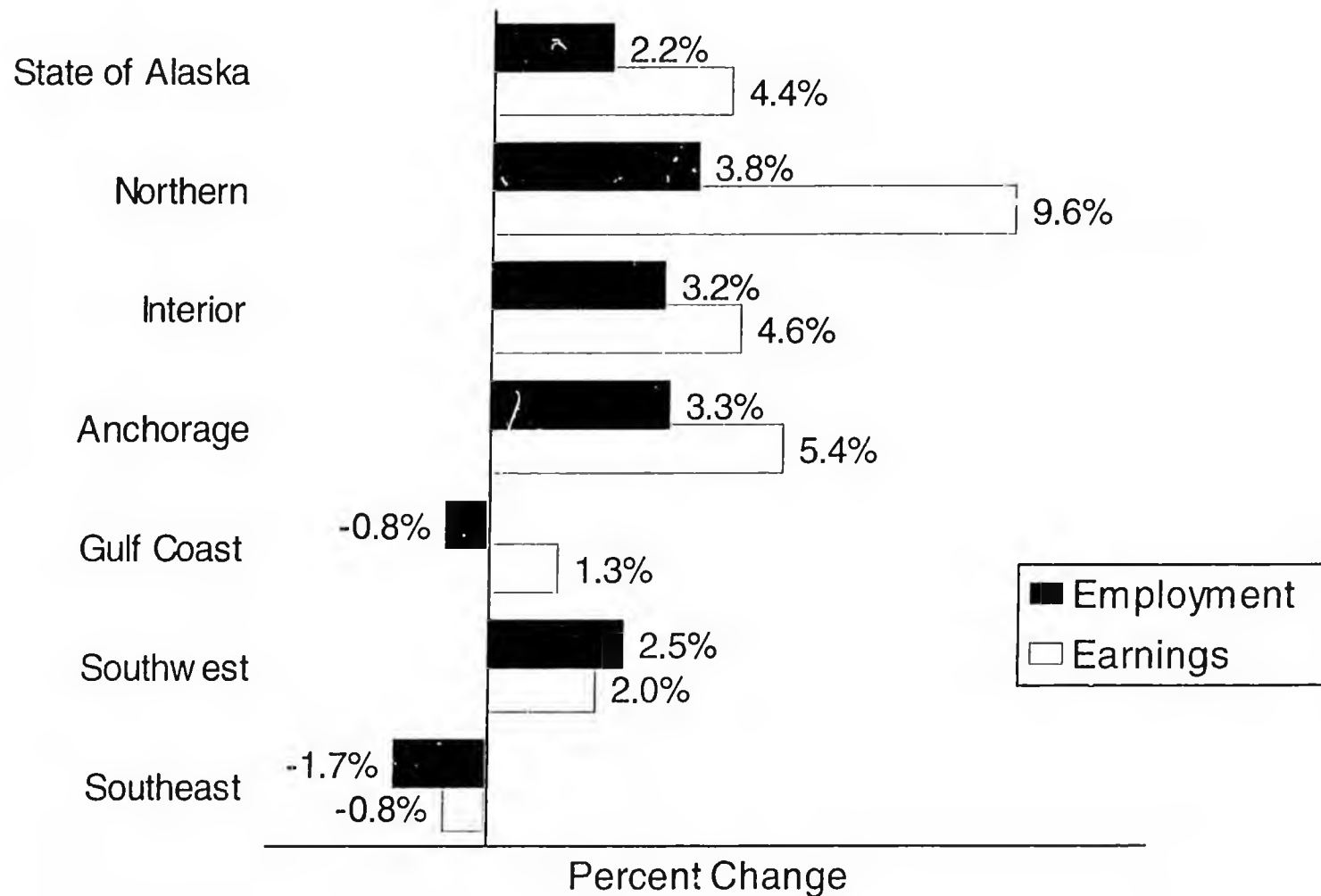
EMPLOYMENT AND EARNINGS BY MAJOR INDUSTRY, 1998

INDUSTRY	EMPLOYMENT												EARNINGS		
	JAN	FEB	MAR	APR	MAY	JUN	JULY	AUG	SEPT	OCT	NOV	DEC	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	253,466	260,531	263,777	267,238	278,662	281,687	281,948	282,106	286,640	274,777	267,216	264,837	271,907	9,108,277,123	2,791
PRIVATE OWNERSHIP	180,730	186,270	189,286	192,329	202,540	214,442	222,786	221,860	212,889	199,844	192,811	190,218	200,500	6,385,282,809	2,654
TOTAL GOVERNMENT	72,736	74,261	74,491	74,909	76,122	67,245	59,162	60,246	73,751	74,933	74,405	74,619	71,407	2,722,994,314	3,178
AGRICULTURE, FORESTRY & FISHING	998	1,033	1,129	1,312	1,744	1,858	1,809	1,816	1,579	1,385	1,239	1,167	1,422	37,199,561	2,179
MINING	9,826	10,052	9,817	10,118	10,269	10,541	10,837	11,042	10,918	10,881	10,421	10,634	10,446	831,901,081	6,636
CONSTRUCTION	10,322	10,540	10,968	11,721	13,478	15,247	16,324	16,654	16,013	15,055	13,147	11,715	13,432	614,690,982	3,814
MANUFACTURING	11,255	14,976	15,258	13,983	13,603	15,856	20,784	19,047	16,272	12,429	10,506	8,657	14,386	449,304,912	2,603
DURABLE GOODS	1,695	1,927	2,336	2,728	2,858	3,136	3,151	3,131	3,146	3,115	2,918	2,392	2,711	105,878,331	3,254
NONDURABLE GOODS	9,560	13,049	12,922	11,255	10,745	12,720	17,633	15,916	13,126	9,314	7,588	6,265	11,674	343,426,581	2,451
TRANS., COMM. & UTILITIES	23,061	23,527	23,947	24,397	26,277	27,105	27,569	28,216	27,339	25,600	24,587	24,178	25,484	1,051,890,071	3,440
TOTAL TRADE	52,298	52,156	52,975	54,346	57,589	60,576	61,415	60,799	58,947	55,870	55,902	56,244	56,593	1,236,845,730	1,821
WHOLESALE TRADE	8,587	8,656	8,747	8,836	9,165	9,436	9,930	9,870	9,560	9,127	9,080	9,012	9,167	333,751,696	3,034
RETAIL TRADE	43,711	43,500	44,228	45,510	48,424	51,140	51,485	50,929	49,387	46,743	46,822	47,232	47,426	903,094,034	1,587
FINANCE, INS. & REAL ESTATE	10,793	10,731	10,881	10,975	11,243	11,600	11,708	11,847	11,502	11,712	11,405	11,514	11,331	385,730,234	2,837
SERVICES	61,911	62,925	63,954	65,112	67,932	71,188	71,943	72,061	69,890	66,570	65,261	65,702	67,037	1,766,846,401	2,196
NONCLASSIFIABLE ESTAB.	266	330	357	365	405	471	337	378	429	342	343	407	369	10,873,837	2,455
TOTAL GOVERNMENT	72,736	74,261	74,491	74,909	76,122	67,245	59,162	60,246	73,751	74,933	74,405	74,619	71,407	2,722,994,314	3,178
FEDERAL GOVERNMENT	16,816	16,793	16,832	16,867	17,595	17,922	17,941	17,893	17,600	16,674	16,598	16,570	17,175	786,153,743	3,814
STATE GOVERNMENT	20,650	21,580	21,660	22,041	22,249	20,885	21,214	20,447	21,834	22,012	21,920	21,960	21,538	795,439,664	3,078
LOCAL GOVERNMENT	35,270	35,888	35,999	36,001	36,278	28,438	20,007	21,906	34,317	36,247	35,887	36,089	32,694	1,141,400,907	2,909

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

PERCENT CHANGE IN EMPLOYMENT AND EARNINGS BY REGION 1997-1998

Source: Alaska Department of Labor and Workforce
Development, Research and Analysis Section



EMPLOYMENT AND EARNINGS BY CENSUS AREA, 1998

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	EMPLOYMENT													EARNINGS	
	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
STATE OF ALASKA	253,466	260,531	263,777	267,238	278,662	281,687	281,948	282,106	286,640	274,777	267,216	264,837	271,907	9,108,277,123	2,791
ALEUTIANS EAST BOROUGH	1,282	2,550	2,536	2,168	1,550	1,876	1,906	1,893	1,679	1,322	1,103	843	1,726	41,027,273	1,981
ALEUTIAN ISLANDS WEST C.A.	3,752	4,959	4,836	3,523	3,029	2,787	2,757	2,900	3,843	3,467	2,967	2,447	3,439	108,882,321	2,638
ANCHORAGE, MUNICIPALITY OF	121,456	122,706	123,883	125,408	129,112	127,378	125,678	126,439	131,179	129,848	128,968	129,261	126,776	4,487,741,618	2,950
BETHEL CENSUS AREA	5,990	6,060	6,105	5,867	5,914	6,058	5,298	5,438	6,029	6,151	5,779	5,879	5,881	145,680,722	2,064
BRISTOL BAY BOROUGH	772	757	763	1,074	1,486	1,312	2,320	1,039	889	871	798	765	1,071	32,431,012	2,525
DENALI BOROUGH	966	1,019	1,116	1,313	2,148	2,633	2,684	2,586	2,267	1,922	1,088	1,043	1,732	55,286,386	2,660
DILLINGHAM CENSUS AREA	2,031	2,372	2,366	2,360	2,370	2,375	2,977	2,400	2,095	2,146	2,138	2,060	2,308	62,319,552	2,251
FAIRBANKS NORTH STAR BOROUGH	29,862	30,575	30,835	31,652	33,557	33,471	34,291	33,745	34,231	32,507	31,858	31,452	32,336	993,377,321	2,560
HAINES BOROUGH	621	620	641	771	966	1,050	1,480	1,559	1,361	772	706	642	932	22,964,855	2,052
JUNEAU BOROUGH	15,679	15,860	16,060	16,174	17,084	17,032	17,001	16,943	17,076	16,291	16,213	16,113	16,461	531,813,449	2,692
KENAI PENINSULA BOROUGH	14,566	14,777	15,168	15,775	17,205	18,988	18,934	18,462	17,968	16,304	15,554	15,331	16,586	498,373,187	2,504
KETCHIKAN GATEWAY BOROUGH	5,971	6,086	6,255	6,661	7,102	7,375	8,238	8,576	7,838	7,136	6,664	6,398	7,025	225,062,306	2,670
KODIAK ISLAND BOROUGH	5,465	5,819	5,634	5,581	5,641	5,832	6,420	6,655	6,317	5,645	5,108	4,730	5,737	156,034,213	2,266
LAKE AND PENINSULA BOROUGH	433	418	406	452	594	1,056	1,196	1,122	867	553	454	397	662	13,525,967	1,702
MATANUSKA-SUSITNA BOROUGH	10,376	10,442	10,777	11,084	11,862	12,326	11,212	11,260	12,287	11,855	11,513	11,412	11,367	311,684,727	2,285
NOME CENSUS AREA	3,476	3,461	3,478	3,489	3,530	3,566	3,478	3,497	3,721	3,646	3,477	3,477	3,525	97,044,435	2,294
NORTH SLOPE BOROUGH	8,274	8,402	8,359	8,532	8,409	8,334	8,417	8,782	8,687	8,688	8,562	8,726	8,514	520,522,220	5,095
NORTHWEST ARCTIC BOROUGH	2,718	2,743	2,703	2,778	2,744	2,767	2,619	2,677	2,918	2,834	2,632	2,681	2,735	106,716,798	3,252
PRINCE OF WALES-OUTER KETCH C.A.	1,744	1,771	2,014	2,168	2,312	2,313	2,308	2,431	2,382	2,501	2,347	2,117	2,201	62,291,076	2,359
SITKA BOROUGH	3,531	3,587	3,713	3,814	4,033	3,970	4,047	4,250	4,158	3,896	3,807	3,695	3,875	107,681,583	2,316
SKAGWAY-HOONAH-ANGOON C.A.	977	1,126	1,233	1,407	1,840	2,097	2,051	2,039	1,873	1,320	1,192	1,102	1,521	38,853,608	2,128
SOUTHEAST FAIRBANKS C.A.	1,447	1,460	1,507	1,579	1,715	1,825	1,785	1,763	1,782	1,623	1,584	1,537	1,634	45,337,691	2,312
VALDEZ-CORDOVA CENSUS AREA	3,926	4,434	4,612	4,478	4,966	5,768	5,676	5,769	5,302	4,212	3,950	4,059	4,763	177,367,744	3,103
WADE HAMPTON CENSUS AREA	1,923	1,945	1,863	1,987	2,170	1,868	1,610	1,915	2,059	2,018	1,947	1,981	1,941	34,879,176	1,498
WRANGELL-PETERSBURG C.A.	1,996	2,115	2,382	2,463	2,548	2,641	2,928	3,142	3,054	2,579	2,361	2,316	2,544	70,592,857	2,313
YAKUTAT BOROUGH	268	345	403	406	439	481	495	499	511	464	384	371	422	12,342,015	2,436
YUKON-KOYUKUK CENSUS AREA	1,953	1,971	1,974	2,067	2,159	2,034	1,845	1,988	2,108	2,021	1,972	1,923	2,001	54,484,780	2,169
UNDETERMINED LOCATIONS	2,011	2,151	2,155	2,207	2,177	2,474	2,297	2,337	2,159	2,185	2,090	2,079	2,194	93,958,231	3,570

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TOTAL INDUSTRIES	253,466	260,531	263,777	267,238	278,662	281,687	281,948	282,106	286,640	274,777	267,216	264,837	271,907	9,108,277,123	2,791
PRIVATE OWNERSHIP	180,730	186,270	189,286	192,329	202,540	214,442	222,786	221,860	212,889	199,844	192,811	190,218	200,500	6,385,282,809	2,654
TOTAL GOVERNMENT	72,736	74,261	74,491	74,909	76,122	67,245	59,162	60,246	73,751	74,933	74,405	74,619	71,407	2,722,994,314	3,178
AGRICULTURE, FORESTRY & FISHING	998	1,033	1,129	1,312	1,744	1,858	1,809	1,816	1,579	1,385	1,239	1,167	1,422	37,199,561	2,179
01 Agricultural production-crops	46	49	88	101	224	236	175	177	115	90	71	80	121	2,335,531	1,608
013 Field crops, ex cash grains	1	1	1	-	-	-	1	1	-	-	-	-	-	-	-
016 Vegetables & melons	8	7	8	20	49	48	63	69	41	34	20	12	32	319,034	842
017 Fruits & tree nuts	2	1	1	-	2	5	3	2	3	1	1	-	2	-	-
018 Horticultural specialties	35	40	78	81	173	183	108	105	71	55	50	68	87	1,980,223	1,891
02 Agricultural production-livestock	11	11	14	16	14	14	19	18	18	16	12	11	15	220,888	1,269
024 Dairy farms	2	2	3	3	3	3	4	4	4	3	3	3	3	-	-
027 Animal specialties	6	6	8	8	6	6	11	10	10	10	6	5	8	113,864	1,238
029 General farms, primarily animal	3	3	3	5	5	5	4	4	4	3	3	3	4	-	-
07 Agricultural services	653	658	676	800	1,021	1,104	1,080	1,052	956	871	785	771	869	17,736,201	1,701
071 Soil preparation services	29	21	21	16	18	22	17	34	37	24	26	26	24	1,211,144	4,162
072 Crop Services	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-
074 Veterinary services	441	450	448	471	485	496	493	490	477	478	474	482	474	9,173,508	1,614
075 Animal services ex veterinary	75	76	85	83	85	96	98	96	97	84	92	86	88	1,258,908	1,196
078 Landscape & horticulture services	108	111	122	230	433	489	472	431	345	285	193	177	283	6,090,441	1,793
08 Forestry	51	37	34	57	96	82	90	85	82	84	82	66	71	3,645,509	4,309
085 Forestry services	51	37	34	57	96	82	90	85	82	84	82	66	71	3,645,509	4,309
09 Fishing, hunting & trapping	237	278	317	338	389	422	445	484	408	324	289	239	348	13,261,432	3,180
091 Commercial fishing	66	75	82	81	93	108	98	117	97	76	73	63	86	4,821,858	4,686
092 Fish hatcheries & preserves	171	203	235	257	296	314	347	367	311	248	216	176	262	8,439,574	2,687
MINING	9,826	10,052	9,817	10,118	10,269	10,541	10,837	11,042	10,918	10,881	10,421	10,634	10,446	831,901,081	6,636
10 Metal mining	1,190	1,181	1,204	1,199	1,305	1,364	1,381	1,359	1,301	1,225	1,173	1,198	1,257	81,905,337	5,431
103 Lead & zinc ores	366	373	375	372	405	416	419	396	396	396	400	440	396	-	-
104 Gold & silver ores	740	735	757	730	778	804	819	822	803	762	707	691	762	45,099,322	4,930
108 Metal mining services	83	72	71	96	121	143	142	140	101	66	65	66	97	5,387,080	4,620
109 Miscellaneous metal ores	1	1	1	1	1	1	1	1	1	1	1	1	1	-	-
12 Coal mining	118	118	118	118	118	118	120	120	118	118	117	117	118	-	-
122 Bituminous coal & lignite mining	118	118	118	118	118	118	120	120	118	118	117	117	118	-	-
13 Oil & gas extraction	8,400	8,618	8,333	8,628	8,623	8,801	9,070	9,291	9,249	9,301	8,956	9,170	8,870	733,050,078	6,887
131 Crude petroleum & natural gas	2,885	2,877	2,867	2,928	2,929	2,924	3,058	3,071	3,040	3,011	2,987	2,983	2,963	335,701,533	9,440
138 Oil & gas field services	5,515	5,741	5,466	5,700	5,694	5,877	6,012	6,220	6,209	6,290	5,969	6,187	5,907	397,348,545	5,606
14 Nonmetallic minerals ex fuels	118	135	162	173	223	258	266	272	250	237	175	149	202	8,303,365	3,434
142 Crushed & broken stone	12	12	15	17	23	23	36	50	45	43	30	31	28	1,258,577	3,735
144 Sand & gravel	52	65	87	94	121	150	145	138	139	130	90	67	107	3,935,670	3,080
148 Nonmetallic minerals services	54	58	60	62	79	85	85	84	66	64	55	51	67	3,109,110	3,872
CONSTRUCTION	10,322	10,540	10,968	11,721	13,478	15,247	16,324	16,654	16,013	15,055	13,147	11,715	13,432	614,690,982	3,814
15 General building contractors	3,156	3,172	3,200	3,387	3,756	4,119	4,417	4,415	4,386	4,345	4,063	3,712	3,844	164,905,789	3,575
152 Residential building construction	1,366	1,407	1,469	1,622	1,867	2,028	2,167	2,116	2,121	2,130	2,002	1,820	1,843	55,916,871	2,528
154 Nonresidential building construction	1,790	1,765	1,731	1,765	1,889	2,091	2,250	2,299	2,265	2,215	2,058	1,892	2,001	108,988,918	4,539
16 Heavy const. contractors, ex bldg.	1,890	2,167	2,482	2,543	2,907	3,441	3,760	3,839	3,341	2,772	2,122	1,602	2,739	173,973,238	5,293
161 Highway & street construction	540	569	793	1,089	1,612	1,937	2,150	2,130	1,920	1,501	968	632	1,320	81,873,147	5,168
162 Heavy construction ex highway	1,350	1,598	1,689	1,454	1,295	1,504	1,610	1,709	1,421	1,271	1,154	970	1,419	92,100,091	5,410
17 Special trade contractors	5,276	5,201	5,286	5,791	6,015	7,687	8,147	8,400	8,286	7,938	6,965	6,401	6,849	275,811,955	3,356
171 Plumbing, heating, air conditioning	1,410	1,378	1,362	1,365	1,419	1,529	1,607	1,639	1,594	1,621	1,606	1,567	1,508	62,358,299	3,446
172 Painting & paper hanging	279	268	261	316	403	448	477	496	433	387	325	266	363	10,942,335	2,510

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173 Electrical work	1,508	1,500	1,485	1,510	1,635	1,749	1,886	1,945	1,944	1,926	1,808	1,718	1,718	81,825,351	3,969
174 Masonry, stonework & plastering	424	393	433	375	499	578	678	690	689	633	525	464	532	16,796,567	2,632
175 Carpentry and floor work	343	371	362	389	462	556	538	550	549	556	537	539	479	12,121,907	2,107
176 Roofing, siding & sheet metal work	303	355	362	479	559	651	616	666	713	658	569	480	534	19,337,515	3,016
177 Concrete work	157	129	146	250	434	522	552	559	527	460	243	200	348	12,753,578	3,052
178 Water well drilling	50	39	42	42	50	73	82	76	71	65	54	43	57	1,860,024	2,707
179 Misc. special trade contractors	802	768	833	1,065	1,354	1,581	1,711	1,779	1,766	1,632	1,298	1,124	1,309	57,816,379	3,680
MANUFACTURING	11,255	14,976	15,258	13,083	13,603	15,856	20,784	19,047	16,272	12,429	10,506	8,657	14,386	449,304,912	2,603
DURABLE GOODS	1,695	1,927	2,336	2,728	2,858	3,136	3,151	3,131	3,146	3,115	2,918	2,392	2,711	105,878,331	3,254
NONDURABLE GOODS	9,560	13,049	12,922	11,255	10,745	12,720	17,633	15,916	13,126	9,314	7,588	6,265	11,674	343,426,581	2,451
20 Food & kindred products	7,090	10,553	10,411	8,730	8,223	10,151	15,111	13,399	10,544	6,758	5,034	3,685	9,141	230,817,235	2,104
201 Meat products	38	40	37	32	31	41	52	52	57	45	44	42	43	.	.
202 Dairy products	7	8	6	9	8	10	13	14	10	10	9	6	9	.	.
204 Grain mill products	2	3	3	2	3	8	6	12	22	13	3	4	7	.	.
205 Bakery products	48	45	44	36	39	38	39	39	37	36	39	36	40	591,414	1,242
208 Beverages	56	52	54	59	63	62	65	64	64	63	65	62	61	.	.
209 Misc. foods & kindred products	6,939	10,405	10,267	8,592	8,079	9,992	14,936	13,218	10,354	6,591	4,874	3,535	8,982	227,252,212	2,108
22 Textile mill products	2	3	3	3	3	5	5	3	3	3	3	3	3	.	.
226 Textile finishing ex wool	2	3	3	3	3	5	5	3	3	3	3	3	3	.	.
23 Apparel & other textile products	43	43	42	49	50	54	53	50	45	44	41	43	46	861,640	1,547
232 Men's & boy's furnishings	-	-	-	-	-	-	-	-	-	-	-	-	-	.	.
237 Fur goods	-	-	-	-	-	-	3	2	1	1	1	1	1	.	.
238 Miscellaneous apparel & accessories	1	1	1	1	1	1	1	1	2	2	1	1	1	.	.
239 Misc. fabri. ted textile products	42	42	41	48	49	53	49	47	42	41	39	41	45	840,476	1,574
24 Lumber & wood products	781	1,000	1,344	1,636	1,655	1,841	1,873	1,882	1,919	1,898	1,816	1,369	1,585	64,297,403	3,382
241 Logging	395	614	897	1,092	1,120	1,185	1,273	1,275	1,291	1,273	1,228	827	1,039	46,070,331	3,694
242 Sawmills & planing mills	308	310	366	453	432	528	475	483	512	509	481	444	442	15,920,553	3,003
243 Millwork, plywood, structural members	34	33	35	36	40	40	42	42	38	38	35	38	38	994,119	2,204
244 Wood containers	12	12	14	14	17	30	19	14	13	11	11	11	15	.	.
245 Wood buildings & mobile homes	11	8	11	19	20	25	29	26	26	20	17	20	19	396,184	1,708
249 Miscellaneous wood products	21	23	21	22	26	33	35	42	39	47	44	29	32	509,130	1,333
25 Furniture & fixtures	41	38	41	44	43	53	51	44	37	38	40	37	42	1,077,287	2,125
251 Household furniture	9	10	9	8	8	11	10	10	10	9	9	8	9	170,153	1,533
252 Office furniture	12	10	11	12	12	12	13	13	12	12	12	8	12	293,921	2,115
254 Partitions & fixtures	12	9	10	13	14	19	16	9	5	5	5	8	10	.	.
259 Miscellaneous furniture & fixtures	8	9	11	11	9	11	12	12	10	12	14	13	11	248,886	1,886
26 Paper & allied products	142	140	139	115	97	97	78	80	79	75	75	75	100	5,859,614	4,908
261 Pulp mills	131	129	128	104	86	86	68	68	68	65	65	64	89	5,642,359	5,313
267 Paperboard mills	11	11	11	11	11	11	10	12	11	10	12	11	11	.	.
27 Printing & publishing	1,495	1,511	1,530	1,557	1,561	1,588	1,582	1,575	1,662	1,652	1,667	1,700	1,590	42,256,502	2,215
271 Newspapers	1,117	1,130	1,134	1,171	1,169	1,185	1,193	1,185	1,273	1,271	1,279	1,301	1,201	31,463,124	2,184
272 Periodicals	20	20	21	22	22	25	24	24	26	26	26	27	24	736,795	2,604
273 Books	18	18	18	15	15	13	16	14	15	17	17	17	16	294,054	1,524
274 Miscellaneous publishing	24	20	21	23	24	25	25	26	26	24	23	24	24	.	.
275 Commercial printing	296	303	316	308	313	322	307	308	306	296	304	312	308	8,480,313	2,298
276 Manifold business forms	9	9	9	7	7	7	9	10	7	7	7	8	8	.	.
277 Greeting cards	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
278 Blankbooks and bookbinding	4	4	4	4	4	4	1	1	1	3	3	3	3	.	.
279 Printing trade services	6	6	6	6	6	6	6	6	7	7	7	7	6	.	.
28 Chemicals & allied products	343	347	347	344	333	335	329	324	317	312	301	299	328	.	.
281 Industrial inorganic chemicals	65	69	67	67	67	67	67	66	65	65	62	62	66	.	.

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282 Plastics materials & synthetics	7	7	9	9	9	10	9	9	8	7	6	5	3	.	.
283 Drugs	-	-	-	-	-	-	-	-	-	1	-	-	-	.	.
285 Paints & allied products	2	2	2	2	2	3	3	3	2	1	1	1	2	.	.
287 Agricultural chemicals	269	269	269	266	255	255	250	246	242	238	232	231	252	.	.
29 Petroleum & coal products	397	403	399	397	409	426	422	425	418	412	408	408	410	37,229,943	7,561
291 Petroleum refining	397	403	399	397	409	426	422	425	418	412	408	408	410	37,229,943	7,561
30 Rubber & misc. plastics products	42	44	44	54	63	58	49	54	52	51	50	44	50	1,419,718	2,347
301 Tires and inner tubes	-	-	-	1	3	3	1	1	1	1	1	1	1	.	.
308 Miscellaneous plastics products, NEC	42	44	44	53	60	55	48	53	51	50	49	43	49	1,403,134	2,370
31 Leather & leather products	6	5	7	6	6	6	4	6	6	7	7	8	6	.	.
311 Leather tanning & finishing	4	4	4	4	4	4	4	4	4	4	5	5	4	.	.
319 Leather goods, NEC	2	1	3	2	2	2	-	2	2	3	2	3	2	.	.
32 Stone, clay & glass products	169	182	216	285	366	416	423	438	432	416	309	228	323	14,078,861	3,629
322 Glass & glassware, pressed or blown	1	-	-	1	1	1	-	-	-	1	1	1	1	.	.
326 Pottery & related products	-	-	-	1	1	1	1	1	-	-	-	-	-	.	.
327 Concrete, gypsum & plaster products	168	182	216	283	364	414	422	437	432	415	308	227	322	14,061,810	3,635
33 Primary metal industries	8	10	12	11	11	12	12	12	13	13	11	10	11	.	.
331 Blast furnace & basic steel products	8	10	12	11	11	12	12	12	13	13	11	10	11	.	.
34 Fabricated metal products	188	181	195	214	223	237	228	231	237	225	226	222	217	7,282,820	2,794
342 Cutlery, hand tools & hardware	1	1	1	1	-	-	-	-	-	-	-	-	-	.	.
344 Fabricated structural metal products	167	167	175	191	197	212	203	206	210	202	206	204	195	6,764,551	2,891
346 Metal forgings & stampings	4	4	4	5	8	6	6	8	8	6	6	6	6	.	.
347 Metal services, NEC	6	3	8	7	6	8	8	7	7	7	7	7	7	.	.
348 Ordnance & accessories, NEC	5	1	1	2	1	-	-	-	1	1	1	-	1	.	.
349 Misc. fabricated metal products	5	5	6	8	11	11	11	10	11	9	6	5	8	.	.
35 Industrial machinery & equipment	99	98	102	103	109	121	117	114	105	97	98	98	105	4,447,798	3,527
353 Construction & related machinery	33	31	30	31	31	34	30	30	28	32	32	32	31	2,172,067	5,808
355 Special industry machinery	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
356 General industrial machinery	3	2	3	3	1	3	2	1	-	1	1	1	2	.	.
357 Computer & office equipment	8	9	9	7	7	8	8	8	8	8	8	8	8	.	.
359 Misc. machinery, NEC	54	55	59	61	69	75	76	74	68	55	56	56	63	2,050,508	2,705
36 Electronic & other electric equipment	16	14	15	14	15	18	27	13	16	17	14	16	16	487,758	2,501
361 Electric distribution equipment	7	6	7	6	7	7	6	6	6	6	6	7	6	278,562	3,618
362 Electrical industrial apparatus	4	3	3	3	4	8	17	3	6	8	5	6	6	.	.
369 Misc. electrical equipment, supplies	5	5	5	5	4	3	4	4	4	3	3	3	4	.	.
37 Transportation equipment	281	295	307	320	323	320	309	294	289	314	299	309	305	10,554,961	2,884
371 Motor vehicles & equipment	7	7	7	7	7	6	7	6	6	6	5	5	6	196,805	2,590
372 Aircraft & parts	15	15	16	18	16	16	14	14	13	16	17	18	16	.	.
373 Ship & boat building & repairing	254	266	277	289	294	290	282	269	265	283	272	281	277	9,679,944	2,914
379 Misc. transportation equipment	5	7	7	6	6	8	6	5	5	9	5	5	6	.	.
38 Instruments & related products	56	50	43	29	33	33	35	36	32	31	31	30	37	1,843,451	4,199
382 Measuring & controlling devices	56	50	43	29	33	33	35	36	32	30	30	29	36	1,837,211	4,214
386 Photographic equipment & supplies	-	-	-	-	-	-	-	-	-	1	1	1	-	.	.
39 Misc. manufacturing industries	56	59	61	72	80	85	76	67	66	66	74	73	70	1,356,822	1,625
391 Jewelry, silverware & plated ware	21	23	24	29	37	44	34	32	32	30	32	30	31	559,895	1,521
393 Musical instruments	1	1	1	1	1	1	1	-	-	1	1	1	1	.	.
394 Toys & sporting goods	2	2	2	2	2	2	2	2	2	1	1	1	2	.	.
396 Costume jewelry, novelties	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
399 Miscellaneous manufacturers	31	32	33	39	39	37	38	32	31	33	39	40	35	778,912	1,837
TRANS., COMM. & UTILITIES	23,061	23,527	23,947	24,397	26,277	27,105	27,569	28,216	27,339	25,600	24,587	24,178	25,484	1,051,890,071	3,440
41 Local & interurban pass. transit	1,547	1,654	1,734	1,844	2,440	2,105	2,104	2,530	2,512	2,123	1,724	1,598	1,993	32,323,850	1,352
411 Local & suburban transportation	336	448	541	649	1,229	1,629	1,551	1,543	1,292	894	503	400	918	17,140,120	1,556
412 Taxicabs	112	102	99	76	99	118	134	133	107	79	79	79	101	1,115,335	916

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INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
413 Intercity & rural bus transportation	2	3	4	3	5	4	4	5	5	4	2	3	4	.	.
414 Bus charter service	4	4	4	8	15	23	22	25	20	11	12	8	13	.	.
415 School buses	1,093	1,097	1,086	1,103	1,092	331	393	824	1,088	1,135	1,128	1,108	957	13,776,320	1,200
42 Trucking & warehousing	2,787	2,729	2,814	2,845	3,009	3,132	3,172	3,169	3,072	2,971	2,875	2,920	2,958	101,753,321	2,867
421 Trucking & courier services, ex air	2,669	2,625	2,712	2,735	2,897	3,020	3,048	3,049	2,946	2,839	2,741	2,789	2,839	98,944,177	2,904
422 Public warehousing & storage	118	104	102	110	112	112	124	120	126	132	134	131	119	2,809,144	1,971
423 Terminal & joint maintenance facilities	-	-	-	-	-	-	-	-	-	-	-	-	-	.	.
44 Water transportation	1,453	1,620	1,666	1,715	2,011	2,266	2,353	2,519	2,285	1,990	1,780	1,582	1,937	88,183,440	3,794
441 Deep sea foreign trans. of freight	49	113	80	59	45	44	34	42	55	16	50	107	58	.	.
442 Deep sea domestic trans. of freight	313	320	334	334	338	387	400	426	424	390	379	345	366	21,466,609	4,890
444 Water transportation of freight, nec	-	-	-	1	6	4	4	4	4	3	4	4	3	.	.
448 Water transportation of passengers	120	136	172	283	458	594	662	650	586	345	229	215	371	10,945,900	2,460
449 Water transportation services	971	1,051	1,080	1,038	1,164	1,237	1,253	1,397	1,216	1,236	1,118	911	1,139	53,599,476	3,920
45 Transportation by air	8,432	8,439	8,736	8,890	9,276	9,710	9,855	9,880	9,571	9,151	8,960	8,851	9,146	362,739,258	3,305
451 Air transportation, scheduled	5,776	5,778	5,881	5,962	6,043	6,153	6,318	6,368	6,298	6,218	6,222	6,059	6,088	275,933,469	3,777
452 Air transportation, nonscheduled	1,767	1,799	1,949	1,981	2,266	2,557	2,615	2,577	2,360	2,033	1,885	1,878	2,139	62,655,059	2,441
458 Airports, flying fields & services	889	862	906	947	967	1,000	922	935	913	900	873	914	919	24,150,730	2,190
46 Pipelines, except natural gas	902	1,065	895	887	894	896	889	881	869	865	863	860	897	92,360,272	8,579
461 Pipelines, exc natural gas	902	1,065	895	887	894	896	889	881	869	865	863	860	897	92,360,272	8,579
47 Transportation services	1,419	1,429	1,431	1,485	1,764	2,004	2,078	2,028	1,892	1,601	1,471	1,425	1,669	40,804,482	2,037
472 Passenger transport arrangement	881	889	884	936	1,202	1,427	1,494	1,463	1,341	1,034	915	863	1,111	23,654,341	1,775
473 Freight transport arrangement	453	448	459	464	476	478	490	476	465	482	473	478	470	14,820,888	2,627
478 Misc. transportation services	85	92	88	85	86	99	94	89	86	85	83	84	88	2,329,253	2,206
48 Communication	4,147	4,176	4,262	4,231	4,322	4,396	4,407	4,513	4,495	4,312	4,282	4,285	4,323	204,836,480	3,948
481 Telephone communications	2,617	2,608	2,674	2,644	2,685	2,743	2,739	2,808	2,781	2,698	2,664	2,614	2,690	147,320,914	4,565
482 Telegraph & other communication	2	2	4	5	5	5	5	5	5	5	4	4	4	.	.
483 Radio & television broadcasting	963	989	1,000	1,029	1,041	1,037	1,048	1,055	1,060	938	954	1,004	1,010	28,329,144	2,336
484 Cable & other pay tv services	278	284	296	308	301	301	303	307	302	326	318	317	303	10,749,132	2,952
489 Communication services, NEC	287	293	288	295	290	310	312	338	347	345	342	346	316	18,330,825	4,833
49 Electric, gas & sanitary services	2,374	2,415	2,409	2,450	2,561	2,596	2,711	2,696	2,643	2,587	2,632	2,657	2,561	128,888,968	4,194
491 Electric services	1,410	1,397	1,413	1,414	1,453	1,494	1,505	1,492	1,474	1,469	1,473	1,450	1,454	81,673,492	4,682
492 Gas production & distribution	220	219	222	220	244	257	270	265	265	256	220	218	240	14,452,898	5,025
493 Combination utility services	95	92	94	100	101	99	136	135	137	110	134	98	111	4,071,715	3,059
494 Water supply	201	200	195	199	197	202	222	223	224	220	227	224	211	9,816,934	3,874
495 Sanitary services	444	503	481	513	562	541	574	577	538	527	574	663	541	18,810,775	2,895
496 Steam & air conditioning supply	4	4	4	4	4	3	4	4	5	5	4	4	4	.	.
TOTAL TRADE	52,298	52,156	52,975	54,346	57,589	60,576	61,415	60,799	58,947	55,870	55,902	56,244	56,593	1,236,845,730	1,821
WHOLESALE TRADE	8,587	8,656	8,747	8,836	9,165	9,436	9,930	9,870	9,560	9,127	9,080	9,012	9,167	333,751,696	3,034
50 Wholesale trade-durable goods	4,256	4,265	4,289	4,375	4,457	4,537	4,550	4,540	4,515	4,491	4,439	4,403	4,426	175,075,889	3,296
501 Motor vehicles, parts, & supplies	639	631	639	669	686	705	700	706	715	701	712	687	683	19,673,091	2,402
502 Furniture & home furnishings	186	194	195	188	183	179	178	180	189	185	182	188	186	5,233,486	2,350
503 Lumber & construction materials	110	114	122	128	146	166	159	143	142	133	115	126	134	4,692,491	2,925
504 Professional & commercial equipment	548	554	562	568	588	595	616	622	610	624	608	603	592	27,114,809	3,820
505 Metals & mineral ex petroleum	82	91	90	100	104	103	109	104	97	96	98	91	97	3,621,191	3,108
506 Electrical goods	520	525	522	526	531	536	533	539	535	543	543	534	532	18,795,826	2,943
507 Hardware, plumbing & heating equip.	482	480	483	508	527	538	537	528	524	508	508	496	510	17,689,888	2,891
508 Machinery, equipment & supplies	1,358	1,367	1,362	1,380	1,385	1,407	1,409	1,416	1,414	1,410	1,396	1,407	1,393	68,365,406	4,091
509 Miscellaneous durable goods	331	309	314	308	307	308	309	302	289	291	277	271	301	9,889,701	2,735
51 Wholesale trade-nondurable goods	4,331	4,391	4,458	4,461	4,708	4,899	5,380	5,330	5,045	4,636	4,641	4,609	4,741	158,675,007	2,789
511 Paper & paper products	519	509	507	505	492	473	490	488	506	505	521	527	504	14,941,836	2,473
512 Drugs, proprietaries & sundries	183	180	186	188	180	187	189	189	193	192	192	194	188	7,637,648	3,381
513 Apparel, piece goods & notions	15	14	14	16	16	19	20	17	17	15	16	15	16	345,916	1,783

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514 Groceries & related products	1,922	1,952	1,995	1,966	2,139	2,351	2,732	2,727	2,453	2,112	2,140	2,100	2,216	66,667,314	2,507
516 Chemicals & allied products	117	117	120	110	115	107	114	121	120	123	117	120	110	6,171,583	4,349
517 Petroleum & petroleum products	835	846	859	879	921	946	960	951	933	898	891	879	900	40,481,019	3,749
518 Beer, wine & distilled beverages	255	263	262	258	275	271	286	286	287	282	277	273	273	10,899,951	3,328
519 Miscellaneous nondurable goods	485	504	509	533	570	545	589	551	530	509	487	501	526	11,530,540	1,826
RETAIL TRADE	43,711	43,500	44,228	45,510	48,424	51,140	51,485	50,929	49,387	46,743	46,822	47,232	47,426	903,094,034	1,587
52 Bldg. materials & garden suppl.	1,886	1,903	1,988	2,204	2,359	2,422	2,392	2,355	2,286	2,217	2,158	2,151	2,193	59,609,354	2,265
521 Lumber & other building materials	1,049	1,055	1,116	1,243	1,311	1,359	1,374	1,348	1,311	1,311	1,256	1,260	1,249	38,115,910	2,542
523 Paint, glass & wallpaper stores	139	133	140	144	156	165	151	158	153	157	149	142	149	3,990,966	2,233
525 Hardware stores	658	659	658	684	700	724	717	718	702	692	705	708	694	16,216,674	1,948
526 Retail nurseries & garden stores	36	52	70	130	188	168	145	126	112	56	47	40	98	1,255,173	1,073
527 Mobile home dealers	4	4	4	3	4	6	5	5	8	1	1	1	4	.	.
53 General merchandise stores	7,367	7,051	7,071	7,234	7,585	7,859	7,827	7,656	7,718	7,854	8,098	8,360	7,640	145,362,388	1,586
531 Department stores	5,389	5,139	5,218	5,257	5,483	5,639	5,595	5,483	5,594	5,695	5,942	6,202	5,553	106,185,738	1,594
533 Variety stores	52	44	43	50	51	48	80	87	78	128	128	114	75	1,047,182	1,160
539 Misc. general merchandise stores	1,926	1,868	1,810	1,927	2,051	2,172	2,152	2,086	2,046	2,031	2,028	2,044	2,012	38,129,466	1,579
54 Food stores	6,889	6,847	6,892	6,932	7,138	7,510	7,388	7,384	7,276	6,968	6,960	7,012	7,100	160,291,527	1,881
541 Grocery stores	6,363	6,327	6,369	6,362	6,524	6,821	6,693	6,698	6,632	6,439	6,415	6,446	6,507	152,776,091	1,956
542 Meat & fish markets	16	17	17	18	20	24	28	26	36	19	27	22	23	370,075	1,371
543 Fruit stores & vegetable markets	-	-	4	4	4	11	13	15	4	3	-	-	5	33,450	577
544 Candy, nut & confectionery stores	39	45	38	51	66	79	61	64	55	38	37	46	52	509,034	822
546 Retail bakeries	168	163	158	169	175	196	208	202	189	153	142	156	173	2,129,188	1,024
549 Miscellaneous food stores	303	295	306	328	349	379	385	379	360	316	339	342	340	4,473,689	1,096
55 Auto dealers & service stations	5,153	5,137	5,208	5,337	5,357	5,464	5,622	5,571	5,383	5,359	5,330	5,353	5,356	153,834,987	2,393
551 New & used car dealers	2,228	2,231	2,244	2,250	2,229	2,258	2,298	2,247	2,220	2,232	2,278	2,341	2,255	85,439,852	3,158
552 Used car dealers	164	176	180	165	166	170	178	179	183	192	173	164	174	5,433,043	2,600
553 Auto & home supply stores	685	675	687	752	716	730	807	815	811	817	787	771	754	18,700,758	2,066
554 Gasoline service stations	1,556	1,524	1,527	1,574	1,626	1,646	1,684	1,679	1,565	1,548	1,553	1,546	1,586	28,944,724	1,521
555 Boat dealers	207	215	224	236	250	259	240	243	237	215	202	192	227	5,527,961	2,026
556 Recreational vehicle dealers	93	96	126	138	145	165	164	170	134	115	108	102	130	4,492,963	2,888
557 Motorcycle dealers	130	129	136	144	150	152	155	149	142	147	138	142	143	3,268,724	1,907
559 Automotive dealers, NEC	90	91	84	78	75	84	87	89	91	93	91	95	87	2,026,962	1,934
56 Apparel & accessory stores	1,353	1,294	1,300	1,273	1,324	1,454	1,394	1,475	1,440	1,402	1,518	1,609	1,403	19,251,079	1,143
561 Men's & boys' clothing stores	72	72	75	89	69	78	73	77	65	66	71	73	73	1,054,567	1,198
562 Women's clothing stores	153	151	150	136	149	135	153	158	150	154	164	178	153	1,940,533	1,060
563 Women's accessory & specialty stores	169	159	125	108	117	128	125	117	110	118	127	127	133	1,694,066	1,065
564 Children's & infants' wear stores	35	33	36	38	38	37	34	43	45	44	47	41	39	340,878	724
565 Family clothing stores	637	606	580	610	629	747	704	781	769	754	841	924	715	10,140,460	1,182
566 Shoe stores	225	214	212	220	224	213	186	189	203	184	192	187	204	2,575,551	1,052
569 Misc. apparel & accessory stores	62	59	61	72	98	116	119	110	98	82	76	79	86	1,505,024	1,458
57 Furniture & homefurnish. stores	1,551	1,517	1,508	1,486	1,511	1,527	1,489	1,493	1,474	1,561	1,617	1,642	1,531	33,677,982	1,833
571 Furniture & homefurnishings stores	749	756	737	731	748	768	758	748	735	770	802	823	760	17,176,921	1,882
572 Household appliance stores	66	65	70	64	70	69	60	68	68	67	69	70	67	1,413,481	1,754
573 Radio, television & computer stores	736	696	701	691	693	690	671	677	671	724	746	749	704	15,087,580	1,787
58 Eating & drinking places	13,887	14,239	14,636	15,265	16,678	17,872	18,429	18,274	17,413	15,744	15,403	15,179	16,085	213,398,189	1,106
581 Eating & drinking places	13,887	14,239	14,636	15,265	16,678	17,872	18,429	18,274	17,413	15,744	15,403	15,179	16,085	213,398,189	1,106
59 Miscellaneous retail	5,625	5,512	5,625	5,779	6,472	7,032	6,944	6,721	6,397	5,638	5,738	5,920	6,117	117,668,528	1,603
591 Drug stores & proprietary stores	602	604	603	601	635	631	513	375	371	364	353	358	501	13,243,352	2,204
592 Liquor stores	586	571	595	604	625	644	660	656	644	628	613	621	621	10,475,228	1,407
593 Used merchandise stores	248	247	258	255	249	268	264	263	277	281	266	266	262	4,559,661	1,451
594 Misc. shopping goods stores	2,458	2,359	2,427	2,580	3,110	3,579	3,568	3,544	3,261	2,604	2,763	2,905	2,930	43,263,795	1,231
596 Nonstore retailers	184	184	182	154	154	161	174	167	164	159	158	163	167	4,276,421	2,134
598 Fuel dealers	748	747	761	783	840	855	862	869	838	775	756	758	799	28,068,249	2,926

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599 Retail stores, NEC	799	800	799	802	859	894	903	847	842	827	829	855	838	13,781,822	1,371
FINANCE, INS. & REAL ESTATE	10,793	10,731	10,881	10,975	11,243	11,600	11,768	11,847	11,502	11,712	11,405	11,514	11,331	385,730,234	2,837
60 Depository institutions	3,946	3,964	4,002	4,015	3,985	4,072	4,105	4,087	4,052	4,065	4,049	4,079	4,035	127,175,327	2,626
602 Commercial banks	2,607	2,616	2,640	2,643	2,616	2,687	2,699	2,676	2,635	2,673	2,641	2,642	2,648	85,441,571	2,689
603 Savings institutions	113	107	106	104	101	106	108	112	108	102	108	111	107	3,905,570	3,037
606 Credit unions	1,199	1,213	1,222	1,233	1,228	1,235	1,254	1,255	1,264	1,247	1,256	1,276	1,240	36,979,134	2,485
609 Functions closely related to banking	27	28	34	35	40	44	44	42	45	43	44	50	40	849,052	1,784
61 Nondepository institutions	405	403	413	434	444	455	450	459	500	530	550	567	468	25,390,108	4,526
611 Federal & fed.-sponsored credit	3	3	2	2	2	3	2	2	4	4	4	5	3	194,869	5,413
614 Personal credit institutions	90	90	90	89	91	88	87	84	88	86	89	85	88	3,530,324	3,340
615 Business credit institutions	27	27	26	28	27	30	30	30	28	27	27	28	28	1,424,092	4,251
616 Mortgage bankers & brokers	285	283	295	315	324	334	331	343	380	413	430	449	349	20,240,823	4,840
62 Security & commodity brokers	316	324	330	331	327	332	337	344	334	345	346	347	334	25,404,141	6,330
621 Security brokers & dealers	241	247	253	250	246	251	255	259	253	264	264	264	254	20,009,406	6,567
628 Security & commodity services	75	77	77	81	81	81	82	85	81	81	82	83	81	5,394,735	5,585
63 Insurance carriers	795	799	795	737	748	726	736	729	721	901	897	895	790	37,304,021	3,935
631 Life insurance	63	60	62	65	63	60	62	55	54	62	57	55	60	2,636,418	3,672
632 Medical service & health insurance	18	18	18	19	19	19	19	20	20	20	20	19	19	981,360	4,285
633 Fire, marine, & casualty insurance	400	403	400	304	300	313	303	306	310	308	313	312	331	18,866,750	4,744
635 Surety insurance	1	1	1	1	1	1	1	1	1	1	2	2	1	.	.
636 Title insurance	276	279	276	311	325	293	305	307	295	468	464	466	339	13,332,896	3,280
637 Pension, health & welfare funds	37	38	38	37	40	40	41	40	41	42	41	41	40	1,449,714	3,046
64 Insurance agents, brokers & service	960	961	980	1,047	1,073	1,081	1,072	1,071	1,068	1,063	1,065	1,055	1,041	36,473,506	2,919
641 Insurance agents, brokers & service	960	961	980	1,047	1,073	1,081	1,072	1,071	1,068	1,063	1,065	1,055	1,041	36,473,506	2,919
65 Real estate	2,486	2,425	2,473	2,585	2,688	2,785	2,910	3,004	2,797	2,792	2,559	2,546	2,671	65,612,038	2,047
651 Real estate operators & lessors	980	942	944	949	1,010	1,076	1,082	1,110	1,027	972	922	917	994	22,241,940	1,864
653 Real estate agents & managers	1,346	1,337	1,367	1,449	1,499	1,522	1,624	1,713	1,612	1,626	1,479	1,465	1,503	39,619,324	2,196
654 Title abstract office	7	7	8	7	7	8	8	8	8	8	8	7	8	.	.
655 Subdividers & developers	153	139	154	180	172	179	196	173	150	186	150	157	166	3,441,855	1,730
67 Holding & other invest. offices	1,885	1,855	1,888	1,826	1,978	2,149	2,158	2,153	2,030	2,016	1,939	2,025	1,992	68,371,093	2,860
671 Holding office	30	31	31	27	27	30	36	30	30	30	30	30	30	1,406,325	3,885
672 Investment offices	1,731	1,698	1,732	1,673	1,815	1,967	1,953	1,977	1,867	1,870	1,786	1,874	1,829	62,855,361	2,864
673 Trusts	101	104	106	108	116	130	144	126	111	96	102	99	112	3,458,335	2,575
679 Miscellaneous investing	23	22	19	18	20	22	25	20	22	20	21	22	21	651,072	2,563
SERVICES	61,911	62,925	63,954	65,112	67,932	71,188	71,943	72,061	69,890	66,570	65,261	65,702	67,037	1,766,846,401	2,196
70 Hotels & other lodging places	4,324	4,429	4,645	4,990	6,581	8,385	9,054	8,866	7,850	5,934	4,925	4,846	6,236	112,538,403	1,504
701 Hotels & motels	4,150	4,256	4,473	4,771	6,093	7,361	7,743	7,599	6,859	5,459	4,670	4,560	5,667	99,751,339	1,467
702 Rooming & boarding houses	1	2	2	4	3	18	18	18	5	3	3	2	7	.	.
703 Camps & recreational vehicle parks	136	142	141	185	450	988	1,264	1,224	947	436	219	254	532	11,725,741	1,836
704 Membership-based organization hotels	29	29	29	30	35	18	29	25	39	36	33	30	30	.	.
72 Personal services	1,847	1,901	1,905	1,909	1,805	1,801	1,784	1,806	1,799	1,780	1,788	1,841	1,831	28,922,551	1,317
721 Laundry, cleaning & garment service	653	663	665	675	676	696	710	704	673	667	648	654	674	10,842,732	1,341
722 Photographic studios, portrait	84	85	75	76	84	91	85	88	112	108	113	101	92	1,259,138	1,143
723 Beauty shops	766	757	778	767	766	756	740	755	744	738	750	761	757	12,412,229	1,367
724 Barber shops	23	24	24	23	26	24	23	22	22	22	25	24	24	590,167	2,085
725 Shoe repair & shoeshine parlors	3	4	5	4	5	4	2	3	3	3	3	3	4	.	.
726 Funeral service & crematories	65	68	66	70	75	70	70	77	82	83	81	77	74	1,581,722	1,789
729 Miscellaneous personal services	253	300	292	294	173	160	154	156	163	159	168	221	208	2,211,897	887
73 Business services	7,988	8,282	8,353	8,609	8,813	9,234	9,588	9,575	9,271	8,925	8,832	8,867	8,861	244,459,781	2,299
731 Advertising	167	162	164	177	177	185	176	176	177	170	180	173	174	6,055,362	2,506
732 Credit reporting & collection	158	164	165	165	164	163	177	174	173	105	165	159	161	4,266,162	2,208
733 Mailing, reproduction, stenographic	416	412	422	411	416	405	417	435	421	367	365	362	404	9,112,611	1,879

STATE OF ALASKA

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
734 Services to building	2,037	2,076	2,066	2,183	2,272	2,332	2,380	2,429	2,353	2,310	2,276	2,252	2,247	38,005,091	1,409
735 Misc. equipment rental & leasing	420	433	444	475	463	519	515	511	523	530	481	468	482	16,099,323	2,784
736 Personnel supply services	1,193	1,230	1,287	1,401	1,433	1,565	1,810	1,763	1,663	1,525	1,447	1,456	1,481	47,436,000	2,669
737 Computer & data processing services	380	982	972	966	956	970	1,024	1,027	1,039	992	1,015	1,022	995	41,912,548	3,503
738 Miscellaneous business services	2,617	2,823	2,833	2,831	2,932	3,095	3,089	3,060	2,922	2,926	2,903	2,975	2,917	81,572,684	2,330
75 Auto repair, services & parking	2,205	2,208	2,250	2,410	2,497	2,591	2,517	2,508	2,374	2,305	2,254	2,212	2,361	53,833,209	1,900
751 Automotive rentals, no drivers	429	433	446	492	580	691	727	729	630	494	425	433	542	10,345,780	1,589
752 Automobile parking	55	56	52	56	57	63	62	62	56	62	64	65	59	1,010,618	1,423
753 Automotive repair shops	1,318	1,307	1,306	1,362	1,373	1,530	1,373	1,363	1,336	1,414	1,433	1,391	1,364	37,379,955	2,283
754 Automotive services, ex repair	403	412	446	500	482	447	355	354	352	335	332	323	395	5,096,856	1,075
76 Miscellaneous repair services	809	792	795	839	879	939	953	928	946	919	879	891	881	26,203,730	2,479
762 Electrical repair shops	228	224	226	212	220	217	233	218	230	239	236	247	228	6,461,843	2,367
763 Watch, clock & jewelry repair	7	7	8	8	7	7	8	7	7	7	7	7	7	141,254	1,624
764 Reupholstery & furniture repair	48	50	50	51	54	58	57	55	53	52	51	52	55	1,067,339	1,692
769 Miscellaneous repair shops	526	511	511	568	598	657	655	648	656	621	585	585	593	18,533,294	2,603
78 Motion pictures	923	903	876	901	949	967	869	836	941	965	1,063	1,143	945	8,617,866	760
781 Motion picture production & service	25	34	28	34	61	50	26	40	30	80	100	94	50	762,948	1,267
782 Motion picture distribution, services	11	11	11	13	13	14	15	14	16	14	15	15	14	280,065	1,729
783 Motion picture theaters	389	375	372	389	412	423	363	320	405	379	455	529	401	2,878,997	598
784 Video tape rental	498	483	465	465	463	480	465	462	490	492	493	505	480	4,695,856	815
79 Amusement & recreation services	3,443	3,634	3,705	3,738	4,277	4,788	4,956	4,968	4,475	3,579	3,508	3,672	4,062	53,535,977	1,098
791 Dance studios, schools & halls	64	67	60	61	67	54	52	51	72	65	60	57	61	579,150	793
792 Producers, orchestras, entertainers	90	133	143	156	136	129	125	122	114	157	195	180	140	2,675,716	1,593
793 Bowling centers	258	260	261	263	233	198	214	216	244	239	252	262	242	2,807,291	958
794 Commercial sports	21	20	21	15	14	14	14	14	14	22	23	22	18	246,593	1,152
799 Misc. amusement, recreation svcs.	3,010	3,154	3,220	3,243	3,827	4,393	4,551	4,565	4,031	3,096	2,978	3,151	3,602	47,227,227	1,093
80 Health services	14,766	14,801	14,918	14,843	15,023	15,139	14,938	14,977	14,953	14,938	14,983	15,117	14,950	503,269,676	2,805
801 Offices & clinics of medical doctors	4,092	4,093	4,107	4,093	4,138	4,180	4,134	4,146	4,137	4,178	4,207	4,239	4,145	150,722,566	3,030
802 Offices & clinics of dentists	1,679	1,667	1,674	1,688	1,714	1,737	1,690	1,718	1,652	1,640	1,654	1,718	1,686	42,126,133	2,082
803 Offices of osteopathic physicians	90	83	87	91	96	94	95	88	90	90	93	92	91	2,215,698	2,035
804 Offices of other health practitioners	995	997	1,008	1,021	1,052	1,065	1,047	1,048	1,040	1,066	1,054	1,073	1,039	29,315,433	2,352
805 Nursing & personal care facilities	244	252	255	213	218	226	228	228	231	218	238	241	233	5,698,097	2,041
806 Hospitals	6,304	6,328	6,382	6,429	6,473	6,483	6,457	6,492	6,537	6,471	6,470	6,488	6,443	230,960,241	2,987
807 Medical & dental laboratories	163	167	165	150	156	155	161	160	158	157	159	160	159	4,847,130	2,536
808 Home health care services	244	245	228	237	220	238	149	136	130	134	137	138	186	3,543,712	1,585
809 Health & allied services, NEC	955	969	1,012	921	956	961	977	961	978	984	971	968	968	33,840,666	2,914
81 Legal services	1,633	1,639	1,643	1,651	1,649	1,682	1,693	1,678	1,644	1,629	1,634	1,656	1,653	63,105,295	3,182
811 Legal services	1,633	1,639	1,643	1,651	1,649	1,682	1,693	1,678	1,644	1,629	1,634	1,656	1,653	63,105,295	3,182
82 Educational services	1,357	1,458	1,403	1,475	1,455	1,321	1,259	1,268	1,395	1,465	1,509	1,439	1,400	34,975,569	2,081
821 Elementary & secondary schools	165	162	162	151	146	99	60	87	147	164	163	161	139	2,748,306	1,649
822 Colleges & universities	607	692	647	689	657	580	556	558	607	663	738	672	639	16,629,827	2,169
823 Libraries	24	27	27	27	30	31	30	27	29	27	27	22	27	475,548	1,450
824 Vocational schools	210	210	209	212	217	222	204	190	187	206	198	196	205	6,450,008	2,621
829 Schools & educational services, NEC	351	367	358	396	405	389	409	406	425	405	383	388	390	8,671,880	1,852
83 Social services	7,254	7,332	7,469	7,502	7,546	7,304	7,236	7,389	7,532	7,436	7,454	7,607	7,422	146,587,212	1,646
832 Individual & family services	2,440	2,506	2,557	2,524	2,524	2,474	2,502	2,469	2,485	2,528	2,539	2,607	2,513	52,121,389	1,729
833 Job training & related services	999	1,004	1,017	1,016	1,033	1,057	1,012	1,033	1,028	1,025	1,036	1,058	1,027	18,843,381	1,530
835 Child day care services	1,370	1,394	1,405	1,423	1,433	1,306	1,266	1,321	1,398	1,391	1,360	1,353	1,368	18,223,524	1,110
836 Residential care	1,629	1,584	1,640	1,680	1,710	1,709	1,778	1,758	1,752	1,612	1,641	1,730	1,685	37,768,540	1,868
839 Social services, NEC	816	844	850	859	846	758	678	809	869	880	878	859	829	19,630,378	1,974
84 Museums, botanical, zoological gardens	108	123	130	149	183	216	227	221	217	163	154	153	170	3,897,013	1,907
841 Museums & art galleries	56	67	68	76	80	112	120	116	98	75	73	73	85	1,596,794	1,575
842 Arboreta, botanical, zoological gardens	52	56	62	73	103	104	107	105	119	88	81	80	86	2,300,219	2,233
86 Membership organizations	7,394	7,432	7,612	7,596	7,684	8,039	8,196	8,220	7,845	7,904	7,804	7,958	7,807	146,282,745	1,561

STATE OF ALASKA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
861 Business associations	263	256	268	282	315	322	305	312	290	265	274	276	286	8,913,157	2,600
862 Professional organizations	59	59	57	60	58	61	64	66	67	66	65	65	62	2,220,011	2,972
863 Labor organizations	312	325	344	326	331	340	333	352	334	344	336	337	335	16,288,534	4,058
864 Civic & social associations	4,435	4,453	4,578	4,605	4,638	5,020	5,175	5,178	4,798	4,857	4,754	4,851	4,779	93,768,194	1,635
865 Political organizations	10	14	17	18	23	30	37	48	47	42	36	8	28	682,123	2,067
866 Religious organizations	2,208	2,215	2,232	2,190	2,202	2,152	2,167	2,155	2,197	2,213	2,225	2,314	2,206	21,713,171	820
869 Membership organizations, NEC	107	110	116	115	117	114	115	109	112	117	114	107	113	2,697,555	1,994
87 Engineering & management svcs.	7,307	7,404	7,564	7,868	7,985	8,223	8,163	8,331	8,152	8,174	8,020	7,858	7,921	325,720,195	3,427
871 Engineering & architectural services	2,864	2,842	2,887	2,934	3,037	3,137	3,223	3,257	3,161	3,142	3,064	3,005	3,046	154,888,637	4,237
872 Accounting, auditing & bookkeeping	885	945	977	968	926	993	897	907	827	828	861	872	907	30,871,166	2,836
873 Research & testing services	602	623	674	684	678	785	727	784	761	747	696	673	703	21,753,819	2,579
874 Management & public relations	2,956	2,994	3,026	3,282	3,344	3,308	3,316	3,383	3,403	3,457	3,399	3,308	3,265	118,206,573	3,017
88 Private households	232	246	244	239	246	249	236	237	241	235	228	233	239	3,130,963	1,092
881 Private households	232	246	244	239	246	249	236	237	241	235	228	233	239	3,130,963	1,092
89 Miscellaneous services	321	341	442	393	360	310	274	253	255	219	226	209	300	11,766,216	3,266
899 Services, NEC	321	341	442	393	360	310	274	253	255	219	226	209	300	11,766,216	3,266
99 Nonclassified Establishments	266	330	357	365	405	471	337	378	429	342	343	407	369	10,873,837	2,455
TOTAL GOVERNMENT	72,736	74,261	74,431	74,909	76,122	67,245	59,162	60,246	73,751	74,933	74,405	74,619	71,407	2,722,994,314	3,178
Federal Government	16,816	16,793	16,832	16,867	17,595	17,922	17,941	17,893	17,600	16,674	16,598	16,570	17,175	786,153,743	3,814
State Government	20,650	21,580	21,660	22,041	22,249	20,885	21,214	20,447	21,834	22,012	21,920	21,960	21,538	795,439,664	3,078
Local Government	35,270	35,888	35,999	36,001	36,278	28,438	20,007	21,906	34,317	36,247	35,887	36,089	32,694	1,141,400,907	2,909

ALEUTIANS EAST BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,282	2,550	2,536	2,168	1,550	1,876	1,906	1,893	1,679	1,322	1,103	843	1,726	41,027,273	1,981
PRIVATE OWNERSHIP	1,022	2,279	2,265	1,889	1,267	1,577	1,643	1,629	1,401	1,062	847	571	1,454	34,394,351	1,971
TOTAL GOVERNMENT	260	271	271	279	283	299	263	264	278	260	256	272	271	6,632,922	2,037
AGRICULTURE, FORESTRY & FISHING	2	2	2	2	2	6	6	6	7	2	2	2	3	*	*
09 Fishing, hunting & trapping	2	2	2	2	2	6	6	6	7	2	2	2	3	*	*
CONSTRUCTION	9	1	1	1	1	3	9	9	9	9	9	4	5	*	*
17 Special trade contractors	9	1	1	1	1	3	9	9	9	9	9	4	5	*	*
MANUFACTURING	814	2,080	2,051	1,678	1,076	1,361	1,400	1,376	1,163	845	628	347	1,235	28,883,592	1,949
NONDURABLE GOODS	814	2,080	2,051	1,678	1,076	1,361	1,400	1,376	1,163	845	628	347	1,235	28,883,592	1,949
20 Food & kindred products	814	2,080	2,051	1,678	1,076	1,361	1,400	1,376	1,163	845	628	347	1,235	28,883,592	1,949
TRANS., COMM. & UTILITIES	26	27	29	24	23	28	27	31	29	27	25	27	27	904,936	2,802
45 Transportation by air	12	12	15	11	10	14	12	16	14	13	11	13	13	*	*
48 Communication	4	5	4	3	3	4	4	4	4	4	4	4	4	*	*
49 Electric, gas & sanitary services	10	10	10	10	10	10	11	11	11	10	10	10	10	284,784	2,315

ALEUTIANS EAST BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL TRADE	59	62	64	67	48	57	68	75	58	46	44	51	58	1,101,426	1,576
WHOLESALE TRADE	0	0	0	0	0	7	17	16	6	0	0	0	4	269,520	5,859
51 Wholesale trade-nondurable goods	0	0	0	0	0	7	17	16	6	0	0	0	4	269,520	5,859
RETAIL TRADE	59	62	64	67	48	50	51	59	52	46	44	51	54	831,906	1,274
53 General merchandise stores	22	21	23	23	25	24	24	27	25	24	22	25	24	.	.
54 Food stores	13	19	18	19	1	2	3	3	2	2	2	2	7	119,108	1,385
58 Eating & drinking places	20	19	20	22	19	21	21	26	22	17	17	21	20	240,927	983
59 Miscellaneous retail	4	3	3	3	3	3	3	3	3	3	3	3	3	.	*
FINANCE, INS. & REAL ESTATE	38	29	35	33	34	39	36	38	44	43	46	41	38	645,417	1,415
67 Holding & other invest. offices	38	29	35	33	34	39	36	38	44	43	46	41	38	645,417	1,415
SERVICES	74	78	83	84	83	83	97	94	91	90	93	99	87	2,175,332	2,074
70 Hotels & other lodging places	0	0	0	0	1	1	3	3	3	0	0	0	1	.	.
80 Health services	36	35	36	40	36	38	36	36	39	35	40	40	37	1,351,495	3,023
83 Social services	10	13	13	12	14	14	26	16	20	19	20	19	16	331,004	1,689
86 Membership organizations	25	27	31	29	29	27	29	36	26	33	30	37	30	413,460	1,152
89 Miscellaneous services	3	3	3	3	3	3	3	3	3	3	3	3	3	.	.
TOTAL GOVERNMENT	260	271	271	279	283	299	263	264	278	260	256	272	271	6,632,922	2,037
Federal Government	19	18	21	20	18	19	18	18	20	22	20	21	20	716,885	3,064
State Government	7	6	8	16	24	28	27	30	22	7	6	12	16	546,361	2,831
Local Government	234	247	242	243	241	252	218	216	236	231	230	239	236	5,369,676	1,898

ALEUTIAN ISLANDS WEST CENSUS AREA

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	3,752	4,959	4,836	3,523	3,029	2,787	2,757	2,900	3,843	3,467	2,967	2,447	3,439	108,882,321	2,638
PRIVATE OWNERSHIP	3,168	4,364	4,246	2,978	2,496	2,285	2,311	2,427	3,327	2,924	2,415	1,896	2,903	91,138,574	2,616
TOTAL GOVERNMENT	584	595	590	545	533	502	446	473	516	543	552	551	536	17,743,747	2,760
AGRICULTURE, FORESTRY & FISHING	1	13	13	4	3	3	0	4	8	0	7	8	5	701,265	10,957
07 Agricultural services	1	1	0	1	0	0	0	1	0	0	0	1	0	.	.
09 Fishing, hunting & trapping	0	12	13	3	3	3	0	3	8	0	7	7	5	698,553	11,840
CONSTRUCTION	28	29	24	22	32	33	36	25	22	21	26	22	27	1,386,459	4,333
15 General building contractors	0	2	2	0	1	0	0	0	0	0	0	0	0	.	.
16 Heavy construction contractors, ex bldg.	7	8	7	7	7	8	9	8	8	7	9	5	8	.	.
17 Special trade contractors	21	19	15	15	24	25	27	17	14	14	17	17	19	973,368	4,326
MANUFACTURING	2,131	3,166	3,081	1,905	1,368	1,131	1,189	1,295	2,112	1,763	1,301	771	1,768	51,856,323	2,445
DURABLE GOODS	39	35	39	46	42	50	37	35	37	46	49	48	42	.	.

ALEUTIAN ISLANDS WEST CENSUS AREA

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INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
NONDURABLE GOODS	2,092	3,131	3,042	1,859	1,326	1,081	1,152	1,260	2,075	1,717	1,252	723	1,726	50,118,529	2,420
20 Food & kindred products	2,088	3,126	3,037	1,853	1,320	1,075	1,145	1,253	2,068	1,709	1,244	715	1,719	50,041,280	2,425
27 Printing & publishing	4	5	5	6	6	6	7	7	7	8	8	8	6	.	.
37 Transportation equipment	39	35	39	46	42	50	37	35	37	46	49	48	42	.	.
TRANS., COMM. & UTILITIES	182	320	311	218	209	210	162	213	273	245	224	236	235	8,298,935	2,940
41 Local & interurban passenger transit	2	2	2	3	4	4	1	0	4	3	2	2	2	.	.
42 Trucking & warehousing	4	5	5	5	6	6	4	5	5	5	5	5	5	.	.
44 Water transportation	119	255	241	144	135	134	109	142	195	164	135	162	161	6,042,529	3,123
45 Transportation by air	26	27	28	27	27	27	27	26	27	28	28	26	27	.	.
47 Transportation services	8	8	8	10	11	11	10	9	10	10	11	10	10	228,576	1,970
48 Communication	16	16	19	20	19	21	24	24	25	28	28	24	22	966,103	3,659
49 Electric, gas & sanitary services	7	7	8	9	7	7	7	7	7	7	15	7	8	.	.
TOTAL TRADE	331	353	363	345	369	369	371	374	384	384	369	359	364	10,454,991	2,392
WHOLESALE TRADE	76	75	76	60	89	93	87	91	92	92	80	80	83	3,179,707	3,209
50 Wholesale trade-durable goods	29	27	27	28	57	54	50	51	54	52	51	50	44	2,033,632	3,837
51 Wholesale trade-nondurable goods	47	48	49	32	32	39	37	40	38	40	29	30	38	1,146,075	2,486
RETAIL TRADE	255	278	287	285	280	276	284	283	292	292	289	279	282	7,275,284	2,152
52 Building materials & garden supplies	3	3	3	3	3	4	4	3	3	3	3	3	3	.	.
53 General merchandise stores	87	97	106	106	112	117	129	126	129	147	140	128	119	3,492,539	2,453
54 Food stores	69	69	69	66	61	61	65	65	65	57	63	61	65	.	.
55 Automotive dealers & service stations	12	13	10	13	14	11	12	12	12	11	11	11	12	588,895	4,147
58 Eating & drinking places	44	50	52	56	51	46	39	44	43	43	43	41	46	709,462	1,285
59 Miscellaneous retail	40	46	47	41	39	37	35	33	36	31	29	35	37	1,229,355	2,738
FINANCE, INS. & REAL ESTATE	79	75	74	69	79	109	101	98	85	88	84	83	85	3,245,887	3,170
60 Depository institutions	4	4	4	5	4	5	6	5	5	5	7	6	5	.	.
65 Real estate	27	25	24	22	23	27	30	28	25	26	23	23	25	.	.
67 Holding & other invest. offices	48	46	46	42	52	77	65	65	55	57	54	54	55	1,814,676	2,745
SERVICES	416	408	380	415	436	430	432	418	443	423	404	417	419	15,194,714	3,026
70 Hotels & other lodging places	20	22	23	22	16	18	18	19	18	19	17	17	19	.	.
73 Business services	11	9	9	13	13	13	11	10	15	9	8	13	11	224,506	1,675
75 Auto repair, services & parking	6	7	7	10	8	8	5	1	7	7	5	5	6	139,620	1,837
76 Miscellaneous repair services	11	10	10	12	10	9	10	12	12	11	11	12	11	539,589	4,151
79 Amusement & recreation services	0	0	0	9	6	7	6	4	4	5	5	5	4	.	.
80 Health services	29	29	27	29	29	31	28	29	29	30	28	27	29	.	.
83 Social services	54	55	53	51	61	59	66	53	60	51	50	51	55	1,477,648	2,225
84 Museums, botanical, zoological gardens	0	0	0	0	0	3	8	10	5	3	3	7	3	.	.
86 Membership organizations	49	39	42	47	52	44	43	48	45	50	48	51	47	637,380	1,142
87 Engineering & management services	236	237	209	222	241	238	237	232	248	238	229	229	233	10,485,301	3,750
TOTAL GOVERNMENT	584	595	590	545	533	502	446	473	516	543	552	551	536	17,743,747	2,760
Federal Government	82	82	82	30	31	33	32	31	31	27	36	31	44	1,307,267	2,476
State Government	34	36	36	35	34	29	26	28	38	34	34	42	34	1,468,605	3,617
Local Government	468	477	472	480	468	440	388	414	447	482	482	478	458	14,967,875	2,723

ANCHORAGE, MUNICIPALITY OF

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	121,456	122,706	123,883	125,408	129,112	127,378	125,678	126,439	131,179	129,848	128,968	129,261	126,776	4,487,741,618	2,950
PRIVATE OWNERSHIP	93,042	93,848	95,029	96,380	99,681	102,057	102,991	103,566	102,608	100,875	99,972	100,028	99,173	3,288,104,593	2,763
TOTAL GOVERNMENT	28,414	28,858	28,854	29,028	29,431	25,321	22,687	22,873	28,571	28,973	28,996	29,233	27,603	1,199,637,025	3,622
AGRICULTURE, FORESTRY & FISHING	462	457	492	555	775	827	776	767	702	629	561	577	632	14,469,588	1,909
01 Agricultural production-crops	32	34	58	29	104	104	67	69	59	48	46	64	60	1,533,036	2,147
07 Agricultural services	414	407	416	509	653	705	692	678	627	566	499	498	555	11,691,987	1,754
08 Forestry	14	14	16	15	16	16	15	18	14	13	13	12	15	.	.
09 Fishing, hunting & trapping	2	2	2	2	2	2	2	2	2	2	3	3	2	.	.
MINING	3,503	3,491	3,531	3,660	3,829	3,856	4,060	4,150	4,166	4,112	3,997	4,098	3,871	358,944,555	7,727
10 Metal mining	42	36	37	76	107	120	113	116	82	61	57	60	76	3,960,328	4,366
13 Oil & gas extraction	3,407	3,395	3,424	3,519	3,651	3,651	3,847	3,950	4,012	3,986	3,885	3,989	3,726	351,642,197	7,864
14 Nonmetallic minerals ex fuels	54	60	70	65	71	85	100	84	72	65	55	49	69	3,342,030	4,027
CONSTRUCTION	5,594	5,654	5,641	5,809	6,871	7,772	8,206	8,409	8,100	7,665	6,792	6,169	6,890	324,742,621	3,928
15 General building contractors	1,738	1,722	1,750	1,792	1,939	2,196	2,352	2,394	2,404	2,361	2,097	1,960	2,059	96,295,085	3,868
16 Heavy construction contractors, ex bldg.	805	901	931	863	1,298	1,615	1,673	1,737	1,531	1,272	1,030	744	1,200	83,213,053	5,779
17 Special trade contractors	3,051	3,031	2,960	3,154	3,634	3,961	4,181	4,278	4,165	4,032	3,665	3,465	3,631	145,234,483	3,333
MANUFACTURING	1,784	1,859	1,929	1,953	2,034	2,143	2,219	2,195	2,238	2,170	2,085	1,993	2,050	71,131,350	2,891
DURABLE GOODS	521	516	566	611	665	727	727	701	697	669	607	536	629	24,657,282	3,269
NONDURABLE GOODS	1,263	1,343	1,363	1,342	1,369	1,416	1,492	1,494	1,541	1,501	1,478	1,457	1,422	46,474,068	2,724
20 Food & kindred products	180	244	244	195	209	244	321	323	309	240	216	167	241	5,356,630	1,852
23 Apparel & other textile products	22	22	22	27	28	29	31	32	27	25	24	24	26	.	.
24 Lumber & wood products	71	68	79	88	101	112	103	94	93	93	82	62	87	2,186,602	2,090
25 Furniture & fixtures	33	30	33	36	35	44	43	36	29	29	31	29	34	881,457	2,160
26 Paper & allied products	11	11	11	11	11	11	10	12	11	10	12	11	11	.	.
27 Printing & publishing	894	906	924	912	942	955	954	951	1,026	1,035	1,040	1,072	970	28,095,117	2,413
28 Chemicals & allied products	76	80	81	81	82	84	83	82	78	77	72	71	79	.	.
29 Petroleum & coal products	50	51	51	50	58	54	56	55	53	77	80	77	59	7,368,807	10,349
30 Rubber & misc. plastics products	30	29	30	36	39	39	37	39	37	37	34	35	35	1,100,474	2,608
32 Stone, clay & glass products	93	103	123	144	177	204	216	226	227	208	153	111	165	8,397,935	4,231
33 Primary metal industries	5	7	8	7	7	8	8	7	8	9	7	7	7	.	.
34 Fabricated metal products	109	107	121	134	141	146	146	150	157	141	139	132	135	4,950,428	3,050
35 Industrial machinery & equipment	64	61	64	70	64	70	68	67	64	67	68	68	66	3,568,931	4,489
36 Electronic & other electric equipment	11	10	11	10	11	15	23	9	12	13	10	11	12	384,779	2,635
37 Transportation equipment	32	32	33	36	34	31	27	27	24	25	25	26	29	940,812	2,673
38 Instruments & related products	53	47	41	27	31	32	32	32	30	29	31	30	35	1,772,357	4,271
39 Misc. manufacturing industries	50	51	53	59	64	65	61	53	53	55	61	60	57	1,253,672	1,830
TRANS., COMM. & UTILITIES	12,763	12,780	12,899	13,204	13,528	13,325	13,367	13,927	13,879	13,625	13,431	13,397	13,344	568,048,766	3,548
41 Local & interurban passenger transit	1,077	1,086	1,079	1,101	1,131	548	551	972	1,112	1,166	1,157	1,147	1,011	15,774,089	1,301
42 Trucking & warehousing	1,542	1,487	1,544	1,554	1,628	1,628	1,686	1,667	1,650	1,628	1,573	1,621	1,601	59,554,895	3,101
44 Water transportation	338	399	370	453	416	514	467	547	477	494	491	406	448	21,271,735	3,960
45 Transportation by air	5,405	5,373	5,508	5,611	5,751	5,918	5,940	5,976	5,922	5,789	5,774	5,660	5,721	266,354,783	3,880
46 Pipelines, except natural gas	196	229	195	193	194	195	194	193	190	187	186	186	195	.	.
47 Transportation services	1,016	1,033	1,015	1,081	1,205	1,261	1,257	1,229	1,203	1,174	1,064	1,054	1,133	30,250,825	2,226
48 Communication	2,447	2,483	2,518	2,507	2,485	2,524	2,534	2,618	2,615	2,486	2,483	2,526	2,519	116,720,830	3,862
49 Electric, gas & sanitary services	742	690	670	682	718	737	738	725	710	701	703	797	718	38,088,702	4,422

ANCHORAGE, MUNICIPALITY OF

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL TRADE	29,199	29,176	29,638	29,728	30,603	31,421	31,560	31,391	31,315	30,705	31,102	31,403	30,603	712,879,851	1,941
WHOLESALE TRADE	6,008	6,049	6,123	6,166	6,278	6,387	6,491	6,437	6,367	6,252	6,308	6,329	6,266	236,343,557	3,143
50 Wholesale trade-durable goods	3,140	3,151	3,174	3,222	3,256	3,313	3,322	3,309	3,286	3,228	3,201	3,191	3,233	128,030,548	3,300
51 Wholesale trade-nondurable goods	2,868	2,898	2,949	2,944	3,022	3,074	3,169	3,128	3,081	3,024	3,107	3,139	3,034	108,313,009	2,975
RETAIL TRADE	23,191	23,127	23,515	23,562	24,325	25,034	25,069	24,954	24,948	24,453	24,794	25,074	24,337	476,536,294	1,632
52 Building materials & garden supplies	999	1,027	1,080	1,202	1,255	1,288	1,284	1,276	1,247	1,198	1,191	1,192	1,187	35,152,271	2,469
53 General merchandise stores	3,429	3,322	3,380	3,397	3,488	3,601	3,686	3,654	3,738	3,801	3,963	4,057	3,626	72,474,637	1,665
54 Food stores	2,918	2,906	2,905	2,877	2,931	2,999	2,937	2,988	2,938	2,857	2,863	2,902	2,918	75,001,467	2,142
55 Automotive dealers & service stations	2,807	2,809	2,853	2,917	2,899	2,904	3,003	2,990	2,918	2,950	2,893	2,918	2,905	87,130,070	2,499
56 Apparel & accessory stores	973	929	933	883	881	959	905	973	984	1,017	1,127	1,192	980	13,252,061	1,127
57 Furniture & homefurnishings stores	1,060	1,034	1,029	994	998	1,018	993	997	979	1,050	1,100	1,119	1,031	23,313,790	1,885
58 Eating & drinking places	7,918	8,094	8,276	8,260	8,735	9,009	9,149	9,069	9,164	8,660	8,606	8,520	8,622	113,766,309	1,100
59 Miscellaneous retail	3,087	3,006	3,059	3,032	3,138	3,256	3,112	3,007	2,980	2,920	3,051	3,174	3,069	56,445,689	1,573
FINANCE, INS. & REAL ESTATE	6,358	6,366	6,456	6,559	6,650	6,741	6,797	6,774	6,687	6,899	6,794	6,836	6,660	246,933,938	2,090
60 Depository institutions	2,734	2,757	2,800	2,810	2,771	2,833	2,859	2,848	2,830	2,843	2,826	2,830	2,812	89,793,443	2,661
61 Nondepository institutions	310	305	315	321	327	338	350	365	404	429	445	455	364	20,442,406	4,684
62 Security & commodity brokers	259	262	267	266	261	270	271	275	267	271	270	271	268	23,054,150	7,182
63 Insurance carriers	634	639	638	572	577	557	555	555	549	728	729	721	621	30,777,683	4,129
64 Insurance agents, brokers & service	635	637	649	698	717	718	724	720	716	715	713	713	696	26,912,315	3,221
65 Real estate	1,327	1,307	1,325	1,419	1,471	1,469	1,467	1,460	1,390	1,413	1,331	1,360	1,395	32,792,683	1,959
67 Holding & other invest. offices	459	459	462	473	526	556	571	551	531	500	480	486	505	23,161,258	3,816
SERVICES	33,348	34,033	34,405	34,888	35,361	35,945	35,953	35,898	35,466	35,005	35,138	35,492	35,078	989,765,807	2,351
70 Hotels & other lodging places	1,864	1,883	1,910	1,972	2,213	2,463	2,538	2,513	2,383	2,119	2,057	2,082	2,166	42,755,676	1,645
72 Personal services	1,130	1,160	1,147	1,169	1,095	1,078	1,086	1,090	1,109	1,111	1,117	1,167	1,122	19,105,091	1,420
73 Business services	5,579	5,896	5,919	6,090	6,156	6,406	6,584	6,530	6,347	6,122	6,154	6,158	6,162	167,849,908	2,270
75 Auto repair, services & parking	1,357	1,371	1,391	1,507	1,570	1,622	1,570	1,543	1,439	1,354	1,323	1,311	1,447	33,247,095	1,915
76 Miscellaneous repair services	503	497	491	511	535	556	555	558	552	550	532	526	531	15,589,051	2,449
78 Motion pictures	480	464	451	456	464	484	412	374	471	461	550	610	473	4,709,183	830
79 Amusement & recreation services	1,903	2,074	2,053	1,907	1,971	1,998	1,916	1,882	1,853	1,746	1,862	2,042	1,934	28,744,775	1,239
80 Health services	7,605	7,614	7,668	7,714	7,778	7,808	7,768	7,795	7,732	7,897	7,871	7,941	7,766	259,358,820	2,783
81 Legal services	1,202	1,210	1,206	1,211	1,212	1,230	1,230	1,225	1,197	1,184	1,198	1,202	1,209	49,476,620	3,411
82 Educational services	731	767	737	763	810	716	639	654	741	796	824	806	749	16,965,885	1,888
83 Social services	3,304	3,314	3,396	3,455	3,485	3,459	3,495	3,519	3,548	3,429	3,428	3,520	3,446	69,817,496	1,688
84 Museums, botanical, zoological gardens	46	52	53	63	61	64	66	62	59	56	56	53	58	1,122,251	1,624
86 Membership organizations	2,092	2,126	2,168	2,115	2,110	2,213	2,296	2,224	2,132	2,155	2,178	2,211	2,168	45,332,524	1,742
87 Engineering & management services	5,156	5,179	5,300	5,507	5,488	5,499	5,489	5,646	5,608	5,768	5,732	5,595	5,497	225,839,236	3,424
88 Private households	153	160	153	146	147	145	139	142	141	139	132	145	145	1,854,802	1,065
89 Miscellaneous services	243	266	362	302	266	204	170	141	154	118	124	123	206	7,997,394	3,234
NONCLASSIFIABLE ESTABLISHMENTS	31	32	38	24	30	27	53	55	55	65	72	63	45	1,188,117	2,180
TOTAL GOVERNMENT	28,414	28,858	28,854	29,028	29,431	25,321	22,687	22,873	28,571	28,973	28,996	29,233	27,603	1,199,637,025	3,622
Federal Government	9,926	9,924	9,922	9,891	10,260	10,334	10,213	10,192	10,106	9,817	9,862	10,010	10,038	480,875,748	3,992
State Government	8,048	8,319	8,341	8,470	8,577	7,967	8,138	7,833	8,629	8,682	8,653	8,674	8,361	310,538,442	3,095
Local Government	10,440	10,615	10,591	10,667	10,594	7,020	4,336	4,848	9,836	10,474	10,481	10,549	9,204	408,222,835	3,696

BETHEL CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	5,990	6,060	6,105	5,867	5,914	6,058	5,298	5,438	6,029	6,151	5,779	5,879	5,881	145,680,722	2,064
PRIVATE OWNERSHIP	3,667	3,533	3,574	3,341	3,350	3,659	3,647	3,812	3,635	3,438	3,299	3,312	3,522	83,545,004	1,977
TOTAL GOVERNMENT	2,323	2,527	2,531	2,526	2,564	2,399	1,651	1,626	2,394	2,713	2,480	2,567	2,358	62,135,718	2,196
MINING	3	3	3	3	17	15	18	19	19	17	3	3	10	.	.
10 Metal mining	3	3	3	3	17	15	17	18	18	16	2	2	10	.	.
14 Nonmetallic minerals ex fuels	0	0	0	0	0	0	1	1	1	1	1	1	1	.	.
CONSTRUCTION	24	19	21	26	21	39	43	41	42	36	44	30	32	1,077,860	2,792
15 General building contractors	18	15	15	15	12	20	21	19	14	15	16	16	16	.	.
16 Heavy construction contractors, ex bldg.	0	0	2	1	3	0	6	5	11	6	8	2	4	.	.
17 Special trade contractors	6	4	4	10	6	19	16	17	17	15	20	12	12	553,143	3,789
MANUFACTURING	527	500	437	357	267	268	272	261	262	193	147	107	300	.	.
DURABLE GOODS	0	0	1	1	1	2	1	2	2	0	0	0	1	.	.
NONDURABLE GOODS	527	500	436	356	266	266	271	259	260	193	147	107	299	.	.
20 Food & kindred products	521	493	429	348	258	257	262	250	250	182	136	95	290	.	.
24 Lumber & wood products	0	0	1	1	1	2	1	2	2	0	0	0	1	.	.
27 Printing & publishing	6	7	7	8	8	9	9	9	10	11	11	12	9	.	.
TRANS., COMM. & UTILITIES	456	445	513	450	473	488	485	494	484	493	507	500	482	12,399,658	2,142
41 Local & interurban passenger transit	7	7	7	6	6	6	1	8	8	10	10	10	7	.	.
42 Trucking & warehousing	28	27	28	28	29	32	27	27	27	30	27	32	29	.	.
44 Water transportation	0	0	0	1	7	5	4	5	5	4	4	4	3	.	.
45 Transportation by air	230	235	301	222	224	227	233	229	221	233	240	240	236	5,790,636	2,043
47 Transportation services	10	10	10	8	8	8	8	8	9	9	10	8	9	.	.
48 Communication	81	77	78	102	108	113	114	117	113	103	106	98	101	3,689,753	3,049
49 Electric, gas & sanitary services	100	89	89	83	91	97	98	100	101	104	110	108	98	1,600,553	1,368
TOTAL TRADE	595	556	533	559	570	614	636	658	639	597	619	654	603	8,542,283	1,182
WHOLESALE TRADE	60	55	25	25	22	42	59	62	67	34	28	57	45	825,835	1,541
50 Wholesale trade-durable goods	2	2	2	2	2	2	2	2	2	2	2	2	2	.	.
51 Wholesale trade-nondurable goods	58	53	23	23	20	40	57	60	65	32	26	55	43	775,556	1,515
RETAIL TRADE	535	501	508	534	548	572	577	596	572	563	591	597	558	7,716,448	1,153
52 Building materials & garden supplies	16	14	15	15	16	19	23	26	26	23	21	24	20	188,970	794
53 General merchandise stores	312	286	276	295	307	325	328	335	328	321	334	344	316	4,075,521	1,075
54 Food stores	131	130	131	145	142	141	138	147	140	148	148	146	141	.	.
55 Automotive dealers & service stations	33	35	43	41	44	47	45	50	45	36	47	40	42	655,748	1,296
57 Furniture & home furnishings stores	0	1	1	1	1	1	1	1	1	1	1	1	1	.	.
58 Eating & drinking places	27	19	27	22	23	24	27	22	18	19	23	21	23	252,301	928
59 Miscellaneous retail	16	16	15	15	15	15	15	15	14	15	17	21	16	378,209	2,001
FINANCE, INS. & REAL ESTATE	344	329	303	306	319	344	437	481	413	419	324	347	364	6,806,490	1,559
60 Depository institutions	25	26	23	25	26	25	27	24	26	26	26	27	26	784,473	2,564
64 Insurance agents, brokers & service	8	9	9	9	9	8	9	9	10	9	9	9	9	.	.
65 Real estate	61	77	62	65	60	70	167	210	145	168	68	47	100	.	.
67 Holding & other invest. offices	250	217	209	207	224	241	234	238	232	216	221	264	229	2,378,385	864

BETHEL CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
SERVICES	1,715	1,678	1,761	1,634	1,680	1,887	1,756	1,858	1,776	1,683	1,655	1,671	1,730	40,005,501	1,928
70 Hotels & other lodging places	16	20	18	21	27	41	39	39	33	31	27	28	28	574,573	1,690
72 Personal services	3	3	3	3	3	4	3	3	4	4	3	3	3	.	.
73 Business services	31	27	27	28	29	32	32	35	29	35	40	34	32	393,698	1,039
75 Auto repair, services & parking	2	2	2	2	2	3	3	2	3	2	4	4	3	.	.
76 Miscellaneous repair services	0	0	1	1	1	2	2	2	2	1	1	1	1	.	.
78 Motion pictures	4	2	3	2	4	4	4	3	2	3	4	4	3	.	.
79 Amusement & recreation services	50	46	50	43	50	63	48	57	54	43	43	45	49	408,380	690
80 Health services	511	507	552	458	486	485	504	511	531	469	467	468	496	.	.
81 Legal services	7	7	9	9	9	10	7	8	9	9	10	11	9	408,911	3,894
82 Educational services	1	1	1	1	1	1	1	1	2	1	1	1	1	.	.
83 Social services	172	167	160	161	154	134	119	164	165	163	150	154	155	3,289,530	1,766
86 Membership organizations	890	866	892	878	886	1,080	965	1,006	932	916	899	913	927	12,958,936	1,165
87 Engineering & management services	19	21	28	19	21	21	20	19	1	1	1	1	14	.	.
88 Private households	5	4	10	3	3	3	4	4	4	0	0	0	3	.	.
89 Miscellaneous services	4	5	5	5	4	4	5	4	5	5	5	4	5	.	.
NONCLASSIFIABLE ESTABLISHMENTS	3	3	3	6	3	4	0	0	0	0	0	0	2	21,965	998
TOTAL GOVERNMENT	2,323	2,527	2,531	2,526	2,564	2,399	1,651	1,626	2,394	2,713	2,480	2,567	2,358	62,135,718	2,196
Federal Government	120	126	125	126	125	131	122	129	131	133	119	115	125	4,945,207	3,292
State Government	303	316	313	310	311	282	275	274	296	298	295	310	299	14,294,869	3,990
Local Government	1,900	2,085	2,093	2,090	2,128	1,986	1,254	1,223	1,967	2,282	2,066	2,142	1,935	42,895,642	1,848

BRISTOL BAY BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	772	757	763	1,074	1,486	1,312	2,320	1,039	889	871	798	765	1,071	32,431,012	2,525
PRIVATE OWNERSHIP	328	321	327	631	1,040	1,088	2,117	820	549	450	372	334	698	19,579,017	2,337
TOTAL GOVERNMENT	444	436	436	443	446	224	203	219	340	421	426	431	372	12,851,995	2,876
CONSTRUCTION	14	12	25	25	41	57	53	42	36	45	28	12	33	1,338,452	3,432
17 Special trade contractors	14	12	25	25	41	57	53	42	36	45	28	12	33	1,338,452	3,432
MANUFACTURING	35	35	40	296	600	518	1,448	234	28	53	31	32	279	7,662,083	2,287
NONDURABLE GOODS	35	35	40	296	600	518	1,448	234	28	53	31	32	279	7,662,083	2,287
20 Food & kindred products	35	35	40	296	600	518	1,448	234	28	53	31	32	279	7,662,083	2,287
TRANS., COMM. & UTILITIES	123	119	122	127	151	180	192	172	143	128	127	121	142	5,431,358	3,186
41 Local & interurban passenger transit	0	0	0	0	0	1	9	1	1	1	1	1	1	.	.
42 Trucking & warehousing	10	10	12	12	23	34	34	40	20	10	10	10	19	.	.
45 Transportation by air	71	68	69	70	84	97	100	87	78	72	70	66	78	2,613,748	2,804
48 Communication	23	22	21	23	23	25	26	25	23	23	23	23	23	.	.
49 Electric, gas & sanitary services	19	19	20	22	21	23	23	19	21	22	23	21	21	.	.

BRISTOL BAY BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL TRADE	96	90	93	103	123	171	159	134	126	95	84	80	113	1,946,370	1,437
WHOLESALE TRADE	17	9	5	8	9	16	18	13	9	9	8	7	11	184,178	1,395
51 Wholesale trade-nondurable goods	17	9	9	8	9	16	18	13	9	9	8	7	11	184,178	1,395
RETAIL TRADE	79	81	84	95	114	155	141	121	117	86	76	73	102	1,762,192	1,442
52 Building materials & garden supplies	4	9	7	9	10	10	5	5	5	7	5	3	7	.	.
53 General merchandise stores	9	9	9	9	10	11	10	7	9	7	7	7	9	.	.
54 Food stores	18	19	18	17	20	24	22	19	20	16	15	16	19	.	.
55 Automotive dealers & service stations	6	5	5	5	6	7	9	9	8	6	6	6	7	103,682	1,329
56 Apparel & accessory stores	0	0	2	2	0	0	0	0	0	0	0	0	0	.	.
57 Furniture & home furnishings stores	4	3	3	4	3	4	3	4	3	3	3	3	3	.	.
58 Eating & drinking places	23	22	23	30	36	55	47	50	49	32	28	24	35	498,481	1,190
59 Miscellaneous retail	15	14	17	19	29	44	45	27	23	15	12	14	23	450,968	1,646
FINANCE, INS. & REAL ESTATE	11	13	15	19	16	19	17	17	19	14	13	15	16	.	.
60 Depository institutions	4	6	5	5	6	7	6	6	4	4	5	5	5	.	.
67 Holding & other invest. offices	7	7	10	14	10	12	11	11	15	10	8	10	10	.	.
SERVICES	49	52	32	61	109	143	248	221	197	115	89	74	116	2,727,346	1,962
70 Hotels & other lodging places	11	15	11	21	63	94	201	169	124	63	47	32	71	1,618,847	1,902
73 Business services	0	0	0	0	0	2	2	3	16	12	5	3	4	.	.
76 Miscellaneous repair services	0	0	0	0	1	1	0	0	0	0	0	0	0	.	.
79 Amusement & recreation services	1	1	1	2	7	17	19	21	21	4	4	3	8	159,147	1,576
80 Health services	7	7	7	11	11	11	10	7	7	7	7	8	8	.	.
86 Membership organizations	13	12	11	25	25	16	14	18	26	26	22	26	20	223,129	954
87 Engineering & management services	17	17	2	2	2	2	2	3	3	3	4	2	5	.	.
TOTAL GOVERNMENT	444	436	436	443	446	224	203	219	340	421	426	431	372	12,851,995	2,876
Federal Government	44	44	43	43	46	49	47	49	49	47	45	43	46	2,358,376	4,296
State Government	24	24	27	26	34	37	55	28	23	24	22	22	29	1,279,021	3,697
Local Government	376	368	366	374	366	138	101	142	268	350	359	366	293	9,214,598	2,578

DENALI BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	966	1,019	1,116	1,313	2,148	2,633	2,684	2,586	2,267	1,922	1,088	1,043	1,732	55,286,386	2,660
PRIVATE OWNERSHIP	711	752	844	999	1,766	2,243	2,302	2,259	1,952	1,651	816	771	1,422	43,161,809	2,529
TOTAL GOVERNMENT	255	267	272	314	382	390	382	327	315	271	272	272	310	12,124,577	3,260
AGRICULTURE, FORESTRY & FISHING	0	0	0	0	0	8	8	8	8	0	1	0	3	.	.
07 Agricultural services	0	0	0	0	0	8	8	8	8	0	1	0	3	.	.
MINING	127	126	127	132	135	136	134	134	135	133	131	125	131	.	.
12 Coal mining	118	118	118	118	118	118	120	120	118	118	117	117	118	.	.
14 Nonmetallic minerals ex fuels	9	8	9	14	17	18	14	14	17	15	14	8	13	.	.
CONSTRUCTION	4	3	6	6	5	2	5	5	6	16	18	14	8	377,859	4,198
15 General building contractors	4	3	6	6	5	2	5	5	6	15	18	14	7	.	.
17 Special trade contractors	0	0	0	0	0	0	0	0	0	1	0	0	0	.	.
TRANS., COMM. & UTILITIES	120	182	218	260	472	611	644	622	526	552	118	123	371	9,643,163	2,168
41 Local & interurban passenger transit	61	124	161	204	412	505	527	510	423	486	55	62	294	.	.
42 Trucking & warehousing	0	0	0	1	4	5	6	5	5	2	1	0	2	.	.
44 Water transportation	3	3	2	3	2	16	21	18	13	3	2	2	7	.	.
45 Transportation by air	0	0	0	0	0	24	30	28	21	1	0	0	9	224,774	2,161
48 Communication	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
49 Electric, gas & sanitary services	55	54	54	51	53	60	59	60	63	59	59	58	57	.	.
TOTAL TRADE	48	45	43	76	126	194	186	194	148	65	54	47	102	1,262,446	1,030
RETAIL TRADE	48	45	43	76	126	194	186	194	148	65	54	47	102	1,262,446	1,030
53 General merchandise stores	0	0	0	0	2	2	2	2	2	0	0	0	1	.	.
54 Food stores	9	9	12	21	19	18	18	23	19	23	15	13	17	197,670	993
55 Automotive dealers & service stations	9	9	7	15	15	17	9	11	12	12	12	9	11	.	.
56 Apparel & accessory stores	0	0	0	0	0	4	5	7	0	0	0	0	1	.	.
58 Eating & drinking places	24	21	18	30	72	119	121	119	99	25	22	19	57	696,676	1,011
59 Miscellaneous retail	6	6	6	10	18	34	31	32	16	5	5	6	15	208,197	1,190
FINANCE, INS. & REAL ESTATE	6	6	6	10	11	16	20	20	20	5	6	2	11	.	.
67 Holding & other invest. offices	6	6	6	10	11	16	20	20	20	5	6	2	11	.	.
SERVICES	406	390	444	515	1,017	1,276	1,305	1,276	1,109	880	488	460	797	22,761,489	2,379
70 Hotels & other lodging places	190	186	239	289	760	987	991	971	835	654	274	250	552	10,390,880	1,568
72 Personal services	0	0	0	0	6	7	7	7	3	0	0	0	3	.	.
73 Business services	193	182	181	187	181	184	194	185	187	193	183	183	186	.	.
76 Miscellaneous repair services	1	0	1	1	0	0	0	0	0	0	0	0	0	.	.
79 Amusement & recreation services	0	0	0	6	37	68	81	80	49	0	0	0	27	467,344	1,456
80 Health services	11	10	10	12	12	12	13	14	11	11	12	11	12	217,423	1,564
82 Educational services	2	3	2	2	3	2	3	2	3	3	4	0	2	.	.
83 Social services	7	7	6	7	9	9	8	10	10	7	6	6	8	.	.
86 Membership organizations	1	1	4	4	2	1	1	0	3	2	1	1	2	.	.
87 Engineering & management services	1	1	1	6	6	6	7	7	7	9	8	9	6	.	.
89 Miscellaneous services	0	0	0	1	1	0	0	0	1	1	0	0	0	.	.
TOTAL GOVERNMENT	255	267	272	314	382	390	382	327	315	271	272	272	310	12,124,577	3,260
Federal Government	138	140	142	177	253	267	266	261	235	140	140	144	192	8,499,863	3,691
State Government	15	15	15	15	15	17	18	18	19	18	17	15	16	954,953	4,847
Local Government	102	112	115	122	114	106	98	48	61	113	115	113	102	2,669,761	2,190

DILLINGHAM CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	2,031	2,372	2,366	2,360	2,370	2,375	2,977	2,400	2,095	2,146	2,138	2,060	2,308	62,319,552	2,251
PRIVATE OWNERSHIP	1,421	1,765	1,742	1,737	1,734	1,850	2,469	1,857	1,478	1,482	1,478	1,400	1,701	44,170,245	2,164
TOTAL GOVERNMENT	610	607	624	623	636	525	508	543	617	664	660	660	606	18,149,307	2,494
AGRICULTURE, FORESTRY & FISHING	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
09 Fishing, hunting & trapping	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
MINING	3	3	4	3	2	2	3	3	3	4	3	2	3	.	.
14 Nonmetallic minerals ex fuels	3	3	4	3	2	2	3	3	3	4	3	2	3	.	.
CONSTRUCTION	19	23	17	11	17	20	19	11	18	20	18	16	17	462,274	2,212
15 General building contractors	19	23	17	10	17	17	13	7	13	17	15	15	15	314,731	1,720
16 Heavy construction contractors, ex bldg.	0	0	0	0	0	1	1	0	4	0	0	0	1	.	.
17 Special trade contractors	0	0	0	1	0	2	5	4	1	3	3	1	2	69,994	3,500
MANUFACTURING	243	604	550	552	551	658	1,167	515	141	158	238	165	462	8,371,734	1,511
NONDURABLE GOODS	243	604	550	552	551	658	1,167	515	141	158	238	165	462	8,371,734	1,511
20 Food & kindred products	241	602	548	550	549	656	1,165	513	139	156	236	163	460	8,296,845	1,504
27 Printing & publishing	2	2	2	2	2	2	2	2	2	2	2	2	2	.	.
TRANS., COMM. & UTILITIES	153	150	177	157	166	169	181	187	176	173	169	161	168	4,213,535	2,087
41 Local & interurban passenger transit	38	31	34	35	40	33	37	42	33	35	35	36	36	.	.
42 Trucking & warehousing	3	3	3	2	2	2	2	2	3	2	2	2	2	.	.
44 Water transportation	4	4	4	11	16	20	27	32	29	25	24	11	17	.	.
45 Transportation by air	71	73	97	70	68	77	76	74	73	75	67	69	74	1,481,395	1,664
47 Transportation services	3	3	3	3	3	3	4	2	3	3	3	3	3	.	.
49 Electric, gas & sanitary services	34	36	36	36	37	34	35	35	35	33	38	40	36	.	.
TOTAL TRADE	225	218	219	216	229	238	234	212	216	209	213	222	221	3,829,852	1,445
WHOLESALE TRADE	12	12	12	12	13	14	20	19	19	14	12	10	14	335,574	1,986
51 Wholesale trade-nondurable goods	12	12	12	12	13	14	20	19	19	14	12	10	14	335,574	1,986
RETAIL TRADE	213	206	207	204	216	224	214	193	197	195	201	212	207	3,494,278	1,408
52 Building materials & garden supplies	37	33	30	27	32	33	31	29	30	31	32	33	32	.	.
53 General merchandise stores	62	58	60	60	63	68	65	54	57	61	64	71	62	1,008,613	1,357
54 Food stores	49	48	49	50	51	54	52	49	49	49	50	53	50	.	.
55 Automotive dealers & service stations	2	2	3	1	3	3	3	1	0	0	0	0	2	.	.
58 Eating & drinking places	40	42	40	42	43	44	40	36	37	31	31	30	38	461,730	1,013
59 Miscellaneous retail	23	23	25	24	24	22	23	24	24	23	24	25	24	382,178	1,346
FINANCE, INS. & REAL ESTATE	100	90	94	88	80	65	63	91	97	81	73	71	83	2,412,205	2,429
60 Depository institutions	12	12	10	12	11	12	12	11	11	11	11	12	11	.	.
62 Security & commodity brokers	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
65 Real estate	56	49	51	35	35	27	18	39	50	37	24	20	37	.	.
67 Holding & other invest. offices	31	28	32	40	33	25	32	40	35	32	37	38	34	601,217	1,492

DILLINGHAM CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
SERVICES	677	676	680	709	688	697	801	837	826	836	763	762	746	24,764,891	2,766
70 Hotels & other lodging places	33	30	28	30	37	74	145	150	144	94	34	32	69	2,112,765	2,542
73 Business services	1	2	2	1	1	1	1	1	2	2	2	2	2	.	.
75 Auto repair, services & parking	5	4	4	3	5	4	3	5	4	5	6	5	4	.	.
79 Amusement & recreation services	0	2	2	0	0	0	7	9	5	1	1	3	3	109,167	3,639
80 Health services	344	351	350	363	370	367	366	363	364	359	357	341	358	.	.
81 Legal services	0	0	0	0	0	0	0	0	0	1	2	2	0	.	.
83 Social services	29	30	34	33	31	34	31	36	43	53	54	56	39	851,681	1,836
86 Membership organizations	262	256	259	275	240	215	247	272	263	320	303	319	269	5,533,522	1,713
87 Engineering & management services	3	1	1	4	4	2	1	1	1	1	4	2	2	50,507	2,020
TOTAL GOVERNMENT	610	607	624	623	636	525	508	543	617	664	660	660	606	18,143,307	2,494
Federal Government	48	47	51	51	51	52	52	52	51	54	54	46	51	1,657,852	2,722
State Government	61	65	70	75	90	85	93	76	66	79	75	79	76	3,252,455	3,558
Local Government	501	495	503	497	495	388	363	415	500	531	531	535	480	13,239,000	2,301

FAIRBANKS NORTH STAR BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	29,862	30,575	30,835	31,652	33,557	33,471	34,291	33,745	34,231	32,507	31,858	31,452	32,336	993,377,321	2,560
PRIVATE OWNERSHIP	19,551	19,784	19,973	20,827	22,588	24,557	25,319	25,060	23,806	21,837	21,035	20,651	22,082	624,068,973	2,335
TOTAL GOVERNMENT	10,311	10,791	10,862	10,825	10,969	8,914	8,972	8,685	10,425	10,670	10,823	10,801	10,254	369,308,348	3,001
AGRICULTURE, FORESTRY & FISHING	79	81	93	111	149	162	136	119	98	102	98	97	110	2,037,197	1,538
01 Agricultural production-crops	3	6	19	33	57	65	36	24	9	6	4	3	22	402,560	1,519
07 Agricultural services	76	75	74	78	92	97	98	93	87	89	87	87	86	1,600,498	1,549
08 Forestry	0	0	0	0	0	0	2	2	2	7	7	7	2	.	.
MINING	632	643	437	478	477	525	531	480	460	438	405	413	493	24,441,253	4,129
10 Metal mining	319	315	326	326	344	364	374	369	360	343	330	324	341	16,671,746	4,072
13 Oil & gas extraction	298	315	97	132	94	120	113	72	65	60	55	74	125	6,873,130	4,597
14 Nonmetallic minerals ex fuels	15	13	14	20	39	41	44	39	35	35	20	15	28	896,377	2,716
CONSTRUCTION	1,062	1,042	1,071	1,371	1,722	2,128	2,411	2,532	2,372	2,100	1,618	1,387	1,736	77,824,303	3,737
15 General building contractors	288	283	242	290	342	453	520	508	496	464	408	362	388	15,906,546	3,416
16 Heavy construction contractors, ex bldg.	105	106	120	176	254	359	438	465	406	256	117	91	241	12,963,659	4,481
17 Special trade contractors	669	653	709	905	1,126	1,316	1,463	1,559	1,470	1,380	1,093	934	1,106	48,954,103	3,687
MANUFACTURING	495	508	510	542	590	624	613	621	651	617	589	572	578	23,905,824	3,449

FAIRBANKS NORTH STAR BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
DURABLE GOODS	130	136	138	169	205	237	237	241	242	218	188	172	193	4,761,377	2,058
NONDURABLE GOODS	365	372	371	373	385	387	376	380	409	399	401	400	385	19,144,447	4,146
20 Food & kindred products	11	8	7	7	9	9	9	11	13	13	14	15	11	.	.
24 Lumber & wood products	36	39	43	46	55	70	78	80	86	71	61	51	60	1,197,677	1,673
25 Furniture & fixtures	0	1	1	1	1	1	1	1	1	1	1	1	1	.	.
27 Printing & publishing	181	186	187	187	191	189	186	183	212	203	206	208	193	.	.
29 Petroleum & coal products	159	162	160	159	159	168	169	169	167	166	163	165	164	.	.
30 Rubber & misc. plastics products	12	15	14	18	24	19	12	15	15	14	16	9	15	.	.
31 Leather & leather products	2	1	3	2	2	2	0	2	2	3	2	3	2	.	.
32 Stone, clay & glass products	10	10	11	29	52	57	62	64	64	54	29	20	39	1,113,446	2,410
34 Fabricated metal products	68	68	68	73	73	82	73	74	72	76	81	84	74	2,153,117	2,414
35 Industrial machinery & equipment	8	10	9	9	10	11	10	9	9	7	8	8	9	147,135	1,362
36 Electronic & other electric equipment	2	2	2	2	2	1	1	1	1	1	1	1	1	.	.
38 Instruments & related products	3	3	2	2	2	1	3	4	2	2	0	0	2	.	.
39 Misc. manufacturing industries	3	3	3	7	10	14	9	8	7	6	7	7	7	.	.
TRANS., COMM. & UTILITIES	2,472	2,575	2,676	2,705	3,193	3,539	3,609	3,622	3,361	2,766	2,791	2,648	2,996	123,921,453	3,446
41 Local & interurban passenger transit	91	133	190	190	434	604	605	601	479	122	203	81	311	6,012,880	1,611
42 Trucking & warehousing	570	588	617	600	638	708	681	693	679	646	631	644	641	20,432,859	2,655
44 Water transportation	61	70	78	83	131	143	154	150	133	69	78	77	103	.	.
45 Transportation by air	664	665	675	694	722	747	801	797	771	751	729	751	731	21,967,493	2,506
46 Pipelines, except natural gas	213	252	211	209	211	211	209	207	204	204	203	203	211	.	.
47 Transportation services	100	106	104	102	194	259	277	281	194	125	121	83	162	2,996,374	1,540
48 Communication	425	408	437	450	458	460	464	478	481	444	444	448	450	23,853,992	4,420
49 Electric, gas & sanitary services	348	353	364	377	405	407	418	415	415	405	382	361	388	19,824,073	4,263
TOTAL TRADE	6,636	6,624	6,742	7,098	7,527	8,059	8,194	7,899	7,537	7,090	7,019	6,982	7,284	145,462,367	1,664
WHOLESALE TRADE	820	846	849	855	886	885	910	909	879	869	854	764	861	27,028,513	2,618
50 Wholesale trade-durable goods	409	408	405	419	428	430	430	439	432	431	404	395	419	13,960,271	2,775
51 Wholesale trade-nondurable goods	411	438	444	436	458	455	480	470	447	438	450	369	441	13,068,242	2,468
RETAIL TRADE	5,816	5,778	5,893	6,243	6,641	7,174	7,284	6,990	6,658	6,221	6,165	6,218	6,423	118,433,854	1,536
52 Building materials & garden supplies	183	178	180	222	233	237	223	220	205	215	205	199	208	5,582,504	2,233
53 General merchandise stores	1,097	1,035	1,048	1,055	1,118	1,157	1,081	984	1,015	1,021	1,059	1,128	1,067	18,501,182	1,446
54 Food stores	763	747	737	695	725	773	760	747	753	724	748	741	743	17,071,373	1,915
55 Automotive dealers & service stations	864	858	880	897	903	919	933	918	880	896	913	905	897	27,761,205	2,579
56 Apparel & accessory stores	125	121	112	116	116	119	124	130	129	127	131	143	124	1,731,847	1,160
57 Furniture & home furnishings stores	149	152	143	165	168	159	158	156	152	152	141	151	154	3,471,609	1,881
58 Eating & drinking places	1,938	1,988	2,098	2,415	2,677	3,043	3,277	3,103	2,791	2,357	2,212	2,178	2,506	30,296,238	1,007
59 Miscellaneous retail	697	699	695	678	701	767	728	732	733	729	756	773	724	14,017,896	1,613
FINANCE, INS. & REAL ESTATE	936	923	946	925	993	1,024	1,019	1,022	988	976	966	985	975	28,359,110	2,423
60 Depository institutions	343	345	345	339	345	348	351	350	351	350	351	356	348	10,894,210	2,610
61 Nondepository institutions	27	25	25	24	27	25	24	21	24	26	27	33	26	952,323	3,092
62 Security & commodity brokers	47	50	49	49	50	47	52	54	52	59	60	60	52	2,135,234	3,395
63 Insurance carriers	41	41	41	40	41	43	41	42	41	40	40	42	41	1,827,990	3,708
64 Insurance agents, brokers & service	133	132	135	145	150	150	144	140	143	144	144	140	142	4,152,015	2,442
65 Real estate	294	282	303	288	330	362	357	360	329	317	302	313	320	6,391,376	1,666
67 Holding & other invest. offices	51	48	48	40	50	49	50	55	48	40	42	41	47	2,005,962	3,569

FAIRBANKS NORTH STAR BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
SERVICES	7,239	7,387	7,497	7,596	7,936	8,495	8,788	8,761	8,339	7,748	7,549	7,567	7,909	198,107,081	2,087
70 Hotels & other lodging places	502	533	585	567	754	1,040	1,110	1,006	854	529	488	485	704	12,551,378	1,485
72 Personal services	258	264	272	267	263	254	245	248	267	251	258	248	258	3,882,195	1,254
73 Business services	631	637	638	675	666	726	801	803	768	746	711	716	710	17,215,422	2,021
75 Auto repair, services & parking	397	387	400	423	434	455	460	468	456	469	453	418	435	10,013,190	1,918
76 Miscellaneous repair services	119	118	119	113	126	139	153	122	141	146	140	145	132	3,668,331	2,320
78 Motion pictures	131	125	120	130	131	121	152	143	165	156	153	150	140	1,065,918	636
79 Amusement & recreation services	372	398	413	359	419	441	502	556	435	377	356	367	416	4,660,152	933
80 Health services	1,868	1,889	1,891	1,846	1,872	1,889	1,862	1,861	1,892	1,843	1,864	1,884	1,872	59,805,846	2,663
81 Legal services	157	155	157	156	155	168	183	180	179	170	167	181	167	5,026,627	2,503
82 Educational services	127	142	109	124	124	93	85	96	109	129	153	124	118	2,455,429	1,735
83 Social services	977	987	994	1,025	1,020	1,010	956	986	977	996	1,004	1,035	997	19,990,313	1,670
84 Museums, botanical, zoological gardens	0	0	0	0	0	18	19	18	12	0	0	0	6	39,503	590
86 Membership organizations	1,082	1,100	1,127	1,154	1,123	1,167	1,288	1,286	1,151	1,149	1,120	1,129	1,156	26,942,412	1,942
87 Engineering & management services	557	591	610	688	770	878	883	896	847	703	606	616	720	27,830,967	3,219
88 Private households	20	22	20	23	29	31	25	24	25	26	23	26	25	287,742	979
89 Miscellaneous services	41	39	42	46	50	65	64	68	61	58	53	43	53	2,671,656	4,241
NONCLASSIFIABLE ESTABLISHMENTS	0	1	1	1	1	1	8	4	0	0	0	0	1	10,380	611
TOTAL GOVERNMENT	10,311	10,791	10,862	10,825	10,969	8,914	8,972	8,685	10,425	10,670	10,823	10,801	10,254	369,308,348	3,001
Federal Government	3,264	3,278	3,296	3,274	3,346	3,411	3,529	3,487	3,416	3,247	3,237	3,188	3,331	133,212,309	3,333
State Government	4,082	4,525	4,527	4,509	4,529	4,078	4,184	3,839	4,160	4,423	4,485	4,471	4,318	143,014,444	2,760
Local Government	2,965	2,988	3,039	3,042	3,094	1,425	1,259	1,359	2,849	3,000	3,101	3,142	2,605	93,081,595	2,977

HAINES BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	621	620	641	77	966	1,050	1,480	1,559	1,361	772	706	642	932	22,964,855	2,052
PRIVATE OWNERSHIP	440	430	448	569	792	906	1,336	1,414	1,153	572	498	453	751	17,046,876	1,892
TOTAL GOVERNMENT	181	190	193	202	174	144	144	145	208	200	208	189	182	5,917,979	2,717
CONSTRUCTION	17	17	20	65	107	79	66	69	45	42	34	25	49	2,646,972	4,517
15 General building contractors	2	0	0	5	12	11	10	10	9	8	8	5	7	210,196	2,627
16 Heavy construction contractors, ex bldg.	15	17	18	52	88	62	54	56	33	28	20	16	38	.	.
17 Special trade contractors	0	0	2	8	7	6	2	3	3	6	6	4	4	.	.
MANUFACTURING	6	4	6	8	15	30	465	523	394	30	6	6	124	3,978,621	2,665
DURABLE GOODS	0	0	0	0	0	0	0	2	3	2	0	0	1	.	.
NONDURABLE GOODS	6	4	6	8	15	30	465	521	391	28	6	6	124	3,964,997	2,668
20 Food & kindred products	0	0	2	4	11	26	461	518	386	23	1	1	119	3,912,519	2,730
24 Lumber & wood products	0	0	0	0	0	0	0	2	3	2	0	0	1	.	.
27 Printing & publishing	6	4	4	4	4	4	4	3	5	5	5	5	4	.	.

HAINES BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TRANS., COMM. & UTILITIES	91	95	100	109	141	149	161	154	134	106	97	96	119	3,082,308	2,151
41 Local & interurban passenger transit	4	4	4	8	15	15	15	15	11	6	7	5	9	.	.
44 Water transportation	0	1	0	1	11	15	14	13	13	1	0	0	6	155,742	2,257
45 Transportation by air	47	50	56	64	77	80	83	80	70	64	55	58	65	1,481,626	1,890
47 Transportation services	8	7	8	3	6	6	7	5	6	4	3	3	6	146,456	2,219
48 Communication	19	19	19	18	18	18	21	20	16	18	17	17	19	501,756	2,260
49 Electric, gas & sanitary services	13	14	13	15	14	15	21	21	16	13	15	13	15	675,394	3,691
TOTAL TRADE	159	141	152	193	253	294	309	312	277	200	182	174	221	3,317,056	1,254
WHOLESALE TRADE	6	6	8	7	9	8	14	14	14	9	9	8	9	273,627	2,443
51 Wholesale trade-durable goods	6	6	8	7	9	8	14	14	14	9	9	8	9	273,627	2,443
RETAIL TRADE	153	135	144	186	244	286	295	298	263	191	173	166	211	3,043,429	1,201
52 Building materials & garden supplies	14	12	12	13	15	15	16	17	15	14	14	13	14	284,851	1,676
54 Food stores	51	44	50	62	68	79	82	88	83	66	62	60	66	1,028,353	1,294
55 Automotive dealers & service stations	4	4	3	3	4	6	6	5	5	2	2	1	4	69,891	1,553
56 Apparel & accessory stores	0	0	1	4	2	2	2	1	1	1	0	0	1	.	.
57 Furniture & home furnishings stores	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
58 Eating & drinking places	47	40	41	65	96	116	110	114	97	61	53	50	74	901,430	1,013
59 Miscellaneous retail	36	34	36	38	58	67	78	72	61	46	41	41	51	734,741	1,208
FINANCE, INS. & REAL ESTATE	21	21	22	21	19	20	18	18	18	18	21	19	20	494,889	2,097
60 Depository institutions	11	11	11	11	11	11	11	11	11	11	11	11	11	.	.
64 Insurance agents, brokers & service	3	3	3	3	3	3	3	3	3	3	3	3	3	.	.
65 Real estate	7	7	8	7	5	6	4	4	4	4	7	5	6	40,509	596
SERVICES	146	152	148	173	257	334	317	338	285	176	158	133	218	3,527,030	1,348
70 Hotels & other lodging places	17	16	19	28	62	76	73	71	54	39	22	14	41	489,154	996
72 Personal services	3	3	3	3	3	3	3	3	2	2	2	2	3	.	.
73 Business services	2	2	1	1	3	2	2	1	2	2	1	2	2	.	.
75 Auto repair, services & parking	12	14	14	13	14	15	10	11	13	17	17	15	14	256,905	1,557
78 Motion pictures	4	5	6	7	7	8	7	6	7	5	7	7	6	.	.
79 Amusement & recreation services	19	19	25	37	85	152	157	170	132	34	25	18	73	1,077,577	1,233
80 Health services	38	37	24	28	27	30	24	24	24	24	24	24	27	816,843	2,490
81 Legal services	0	1	1	1	1	1	1	1	1	1	1	1	1	.	.
83 Social services	11	13	12	14	13	7	3	9	11	16	19	14	12	155,826	1,097
86 Membership organizations	31	32	31	29	29	29	28	31	29	27	28	26	29	271,475	776
87 Engineering & management services	7	8	10	9	10	8	7	8	7	6	8	7	8	229,261	2,413
88 Private households	2	2	2	3	3	3	2	3	3	3	3	3	3	25,501	797
TOTAL GOVERNMENT	181	190	193	202	174	144	144	145	208	200	208	189	182	5,917,979	2,717
Federal Government	12	12	12	13	13	13	12	12	12	10	11	12	12	646,900	4,492
State Government	25	25	28	33	38	43	49	48	50	41	46	33	38	1,483,268	3,232
Local Government	144	153	153	156	123	88	83	85	146	149	151	144	131	3,787,811	2,405

JUNEAU BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	15,679	15,860	16,060	16,174	17,084	17,032	17,001	16,943	17,076	16,291	16,213	16,113	16,461	531,813,449	2,692
PRIVATE OWNERSHIP	8,744	8,814	9,037	9,150	10,158	10,650	10,775	10,717	10,200	9,387	9,226	9,149	9,667	255,897,206	2,206
TOTAL GOVERNMENT	6,935	7,046	7,023	7,024	6,926	6,382	6,226	6,226	6,876	6,904	6,987	6,964	6,793	275,916,243	3,385
AGRICULTURE, FORESTRY & FISHING	59	77	83	93	121	122	122	121	101	79	68	63	92	2,414,112	2,177
07 Agricultural services	24	35	36	49	61	55	48	40	36	29	30	27	39	795,480	1,693
09 Fishing, hunting & trapping	35	42	47	44	60	67	74	81	65	50	38	36	53	.	.
MINING	302	307	318	309	316	318	319	330	320	313	311	294	313	.	.
10 Metal mining	289	288	297	286	288	294	297	301	289	285	288	278	290	.	.
14 Nonmetallic minerals ex fuels	13	19	21	23	28	24	22	29	31	28	23	16	23	.	.
CONSTRUCTION	509	521	581	626	727	749	839	793	768	742	705	655	685	26,462,585	3,221
15 General building contractors	200	208	194	229	270	250	283	266	253	267	272	270	247	7,251,048	2,448
16 Heavy construction contractors, ex bldg.	45	54	105	92	130	149	196	175	171	133	113	85	121	7,785,843	5,377
17 Special trade contractors	264	259	282	305	327	350	360	352	344	342	320	300	317	11,425,694	3,003
MANUFACTURING	249	350	332	336	387	411	481	446	421	388	366	331	375	11,742,800	2,611
DURABLE GOODS	59	92	104	114	149	148	139	139	137	140	125	105	121	5,652,912	3,896
NONDURABLE GOODS	190	258	228	222	238	263	342	307	284	248	241	226	254	6,089,888	1,999
20 Food & kindred products	73	143	110	101	112	131	209	177	151	123	119	100	129	3,010,753	1,944
23 Apparel & other textile products	2	1	1	1	1	2	0	0	2	0	0	1	1	.	.
24 Lumber & wood products	14	46	48	53	85	86	81	81	82	76	66	55	64	3,952,329	5,113
25 Furniture & fixtures	8	7	7	7	7	8	7	7	7	8	8	7	7	.	.
27 Printing & publishing	115	114	117	120	125	130	133	130	131	125	122	125	124	3,074,284	2,067
32 Stone, clay & glass products	15	12	19	19	19	21	20	21	20	22	24	15	19	767,824	3,382
35 Industrial machinery & equipment	8	9	9	7	7	8	8	8	8	8	8	8	8	.	.
36 Electronic & other electric equipment	3	2	2	2	2	2	3	3	3	3	3	4	3	.	.
37 Transportation equipment	10	15	18	25	28	22	19	18	16	22	15	15	19	476,254	2,136
39 Misc. manufacturing industries	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
TRANS., COMM. & UTILITIES	1,046	1,063	1,067	1,160	1,395	1,485	1,549	1,531	1,475	1,116	1,042	1,010	1,245	41,376,512	2,770
41 Local & interurban passenger transit	62	62	61	90	117	94	86	80	122	78	68	60	82	1,220,410	1,245
42 Trucking & warehousing	173	166	164	181	207	207	209	207	190	186	182	171	187	5,906,561	2,633
44 Water transportation	58	59	56	78	113	34	154	159	142	80	59	57	96	3,493,992	3,041
45 Transportation by air	354	363	371	403	493	25	530	529	489	390	359	358	430	12,695,032	2,458
47 Transportation services	55	56	55	57	105	95	232	220	206	62	50	44	111	2,206,750	1,651
48 Communication	251	265	263	253	258	257	263	265	260	255	255	252	258	11,511,796	3,717
49 Electric, gas & sanitary services	93	92	97	98	102	73	75	71	66	65	69	68	81	4,341,971	4,481
TOTAL TRADE	2,622	2,557	2,608	2,636	3,017	3,176	3,113	3,081	2,908	2,710	2,707	2,748	2,824	56,531,885	1,660
WHOLESALE TRADE	269	276	290	298	324	341	337	316	297	310	306	309	306	9,536,722	2,596
50 Wholesale trade-durable goods	144	140	140	154	155	162	154	148	147	173	179	173	156	5,660,199	3,028
51 Wholesale trade-nondurable goods	125	136	150	144	169	179	183	168	150	137	127	136	150	3,876,523	2,149

JUNEAU BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
RETAIL TRADE	2,353	2,281	2,318	2,338	2,693	2,835	2,776	2,765	2,611	2,400	2,401	2,439	2,518	46,995,163	1,556
52 Building materials & garden supplies	139	135	150	152	177	185	175	173	166	162	159	152	160	3,633,620	1,888
53 General merchandise stores	490	438	426	418	454	438	406	410	422	435	440	483	438	8,580,794	1,631
54 Food stores	473	466	472	470	505	520	511	510	487	457	457	453	482	9,978,958	1,726
55 Automotive dealers & service stations	209	203	211	211	212	211	210	209	208	198	193	197	206	5,917,956	2,394
56 Apparel & accessory stores	49	46	56	51	72	108	100	97	85	56	61	61	70	1,039,212	1,234
57 Furniture & home furnishings stores	71	63	62	65	64	73	64	70	64	65	82	70	68	1,319,469	1,623
58 Eating & drinking places	598	621	622	639	748	787	783	790	706	639	642	649	685	8,860,664	1,077
59 Miscellaneous retail	324	309	319	332	461	513	527	506	473	388	367	374	408	7,664,490	1,566
FINANCE, INS. & REAL ESTATE	716	701	721	628	627	647	644	655	625	706	725	720	676	25,262,784	3,113
60 Depository institutions	172	163	165	167	164	167	169	173	156	164	166	172	167	5,546,644	2,762
61 Nondepository institutions	7	10	8	7	8	9	9	8	9	8	8	8	8	274,783	2,776
63 Insurance carriers	15	16	16	19	21	18	20	18	18	17	17	18	18	.	.
64 Insurance agents, brokers & service	32	31	30	36	36	35	34	34	31	29	31	29	32	1,068,514	2,754
65 Real estate	163	151	165	183	165	195	181	188	179	185	192	185	178	4,823,540	2,262
67 Holding & other invest. offices	327	330	337	216	233	223	231	234	222	303	311	308	273	12,860,959	3,927
SERVICES	3,229	3,225	3,305	3,340	3,543	3,704	3,678	3,734	3,557	3,333	3,297	3,325	3,439	69,592,586	1,686
70 Hotels & other lodging places	335	344	365	399	451	524	518	539	507	456	412	416	439	6,690,807	1,271
72 Personal services	114	115	121	119	113	114	107	116	106	108	103	109	112	1,827,047	1,358
73 Business services	161	167	179	171	176	183	188	209	193	191	181	182	182	3,588,005	1,645
75 Auto repair, services & parking	69	71	71	74	71	65	65	71	64	62	65	66	68	1,416,734	1,740
76 Miscellaneous repair services	26	25	28	31	27	29	29	29	28	23	24	25	27	594,012	1,833
78 Motion pictures	79	73	66	69	79	77	70	71	66	65	67	78	72	584,097	679
79 Amusement & recreation services	517	512	538	537	644	721	751	762	675	504	520	528	601	5,165,478	717
80 Health services	596	587	597	586	597	594	584	573	567	560	565	579	582	16,918,928	2,422
81 Legal services	141	144	145	143	146	143	144	140	141	139	135	138	142	5,055,488	2,976
82 Educational services	11	12	12	12	15	12	9	9	10	10	9	10	11	.	.
83 Social services	599	605	612	609	626	644	622	617	610	623	631	629	619	12,693,891	1,709
86 Membership organizations	311	303	314	317	334	321	338	352	340	343	337	330	328	7,485,599	1,900
87 Engineering & management services	259	256	247	263	254	267	244	236	239	238	237	224	247	7,135,416	2,407
88 Private households	11	11	10	10	10	10	9	10	11	11	11	11	10	115,912	927
89 Miscellaneous services	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
NONCLASSIFIABLE ESTABLISHMENTS	12	13	22	22	25	38	30	26	25	0	5	3	18	239,733	1,085
TOTAL GOVERNMENT	6,935	7,046	7,023	7,024	6,926	6,382	6,226	6,226	6,876	6,904	6,987	6,964	6,793	275,916,243	3,385
Federal Government	820	812	808	830	865	880	880	880	857	863	849	820	847	45,998,041	4,526
State Government	4,218	4,300	4,293	4,388	4,274	4,178	4,141	4,134	4,236	4,208	4,223	4,250	4,237	164,530,364	3,236
Local Government	1,897	1,934	1,922	1,806	1,787	1,324	1,205	1,212	1,783	1,833	1,915	1,894	1,709	65,387,838	3,188

KENAI PENINSULA BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	14,566	14,777	15,168	15,775	17,205	18,988	18,934	18,462	17,968	16,304	15,554	15,331	16,586	438,373,187	2,504
PRIVATE OWNERSHIP	10,312	10,399	10,767	11,362	12,652	14,421	15,863	15,219	13,468	11,786	11,166	10,906	12,360	351,096,423	2,367
TOTAL GOVERNMENT	4,254	4,378	4,401	4,413	4,553	4,567	3,071	3,243	4,500	4,518	4,388	4,425	4,226	147,276,764	2,904
AGRICULTURE, FORESTRY & FISHING	42	44	47	56	89	94	102	115	75	63	52	48	69	1,432,750	1,732
01 Agricultural production-crops	0	0	1	2	4	4	4	3	2	1	0	1	2	.	.
02 Agricultural production-livestock	3	3	3	5	5	5	4	4	4	3	3	3	4	.	.
07 Agricultural services	29	29	30	36	47	56	54	59	47	42	36	32	41	707,161	1,423
08 Forestry	0	0	0	0	13	0	0	0	0	0	0	0	1	.	.
09 Fishing, hunting & trapping	10	12	13	13	20	29	40	49	22	17	13	12	21	635,340	2,541
MINING	1,078	1,107	1,019	1,097	1,085	1,123	1,093	1,106	1,120	1,163	1,086	1,075	1,096	62,474,343	4,750
10 Metal mining	0	0	0	1	1	1	0	0	0	0	0	0	0	.	.
13 Oil & gas extraction	1,075	1,103	1,015	1,095	1,079	1,115	1,086	1,102	1,116	1,160	1,081	1,071	1,092	62,355,100	4,761
14 Nonmetallic minerals ex luels	3	4	4	1	5	7	7	4	4	3	5	4	4	.	.
CONSTRUCTION	575	585	616	748	1,021	1,156	1,193	1,161	1,140	1,079	920	774	914	33,528,220	3,057
15 General building contractors	192	209	215	234	269	282	295	298	286	313	308	258	263	8,534,059	2,702
16 Heavy construction contractors, ex bldg.	70	60	75	154	244	244	269	238	205	189	115	81	162	7,932,525	4,081
17 Special trade contractors	313	316	326	360	508	630	629	625	649	577	497	435	489	17,061,636	2,909
MANUFACTURING	1,333	1,225	1,447	1,441	1,465	2,014	2,995	2,506	1,745	1,093	1,043	956	1,614	60,970,480	3,149
DURABLE GOODS	317	295	287	253	278	295	329	320	310	314	293	292	299	8,070,296	2,252
NONDURABLE GOODS	1,016	930	1,160	1,188	1,187	1,719	2,666	2,286	1,435	779	750	664	1,315	52,900,184	3,352
20 Food & kindred products	492	404	637	668	678	1,197	2,161	1,782	934	289	272	185	808	14,971,624	1,544
23 Apparel & other textile products	14	15	16	16	17	17	16	14	14	15	13	12	15	.	.
24 Lumber & wood products	209	183	179	154	161	181	204	201	203	206	197	203	190	5,136,693	2,252
27 Printing & publishing	76	77	76	78	74	77	73	75	74	72	71	73	75	1,805,458	2,015
28 Chemicals & allied products	267	267	266	263	251	251	246	242	239	235	229	228	249	.	.
29 Petroleum & coal products	167	167	165	163	167	177	170	173	174	168	165	166	169	.	.
32 Stone, clay & glass products	19	18	22	27	43	43	40	43	40	50	41	31	35	1,019,391	2,445
34 Fabricated metal products	5	4	3	4	6	6	6	4	5	5	3	3	5	138,428	2,563
35 Industrial machinery & equipment	10	10	12	11	13	13	13	12	10	10	9	9	11	393,234	2,979
37 Transportation equipment	74	80	71	57	55	52	66	60	52	43	43	46	58	1,382,550	1,978
39 Misc. manufacturing industries	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
TRANS., COMM. & UTILITIES	910	1,007	1,037	1,080	1,207	1,401	1,474	1,486	1,349	1,231	1,124	1,079	1,199	47,464,405	3,300
41 Local & interurban passenger transit	16	17	17	15	18	35	37	35	30	21	12	12	22	246,503	930
42 Trucking & warehousing	106	90	91	94	93	99	108	108	101	96	90	82	97	2,894,140	2,499
44 Water transportation	137	143	161	201	278	386	388	395	357	301	181	163	258	8,905,436	2,881
45 Transportation by air	178	175	177	176	186	224	233	240	187	148	134	135	183	4,934,930	2,250
46 Pipelines, except natural gas	5	5	5	5	5	5	5	5	5	5	5	5	5	.	.
47 Transportation services	75	75	83	80	87	92	95	90	77	78	77	78	82	1,661,698	1,684
48 Communication	97	101	106	105	103	103	105	104	104	99	99	97	102	4,977,873	4,070
49 Electric, gas & sanitary services	296	401	397	404	437	457	503	509	488	483	526	507	451	23,349,437	4,318
TOTAL TRADE	3,210	3,231	3,316	3,550	3,986	4,446	4,714	4,545	4,115	3,657	3,574	3,630	3,831	76,979,581	1,674

KENAI PENINSULA BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
WHOLESALE TRADE	410	408	422	427	448	494	613	575	539	478	457	462	478	21,115,417	3,683
50 Wholesale trade-durable goods	247	245	251	253	259	263	283	278	276	313	308	303	273	14,220,414	4,337
51 Wholesale trade-nondurable goods	163	163	171	174	189	231	330	297	263	165	149	159	205	6,895,003	2,810
RETAIL TRADE	2,800	2,823	2,894	3,123	3,538	3,952	4,101	3,970	3,576	3,179	3,117	3,168	3,353	55,864,164	1,388
52 Building materials & garden supplies	152	154	163	164	190	190	194	180	184	178	166	169	174	4,309,715	2,068
53 General merchandise stores	346	335	333	374	409	432	422	429	406	404	418	474	399	6,458,477	1,351
54 Food stores	545	551	563	618	665	778	752	715	665	615	609	621	641	12,959,240	1,684
55 Automotive dealers & service stations	378	380	385	413	438	491	522	499	450	438	437	443	440	9,417,384	1,786
56 Apparel & accessory stores	31	33	34	38	41	47	49	47	40	27	28	28	37	389,442	879
57 Furniture & homefurnishings stores	100	98	99	97	99	93	96	95	96	93	99	99	97	2,138,179	1,837
58 Eating & drinking places	876	904	934	1,021	1,226	1,408	1,526	1,479	1,281	1,026	970	941	1,133	11,025,718	811
59 Miscellaneous retail	372	368	383	398	470	513	540	526	454	398	390	393	434	9,166,009	1,761
FINANCE, INS. & REAL ESTATE	372	364	361	372	381	391	384	392	372	388	372	377	377	9,175,337	2,027
60 Depository institutions	150	147	148	149	150	152	150	148	147	149	146	152	149	4,068,303	2,275
61 Nondepository institutions	13	14	14	15	15	16	15	14	14	15	15	16	15	638,795	3,630
63 Insurance carriers	22	23	23	23	26	25	27	28	25	27	25	25	25	691,414	2,305
64 Insurance agents, brokers & service	60	59	62	61	60	61	61	63	63	62	61	63	61	1,609,351	2,187
65 Real estate	78	78	79	78	83	91	93	96	88	92	84	85	85	1,395,932	1,362
67 Holding & other invest. offices	49	43	35	46	47	46	38	43	35	43	41	35	42	771,542	1,540
SERVICES	2,781	2,824	2,911	3,009	3,411	3,790	3,902	3,802	3,547	3,108	2,991	2,963	3,253	58,916,723	1,509
70 Hotels & other lodging places	349	346	359	405	607	800	908	880	717	468	373	359	548	7,836,919	1,193
72 Personal services	106	104	112	114	105	119	121	116	99	100	101	101	108	1,339,650	1,032
73 Business services	244	242	255	279	295	307	333	319	313	301	303	305	291	4,986,150	1,426
75 Auto repair, services & parking	106	109	116	121	116	124	118	114	111	112	115	117	115	2,499,198	1,812
76 Miscellaneous repair services	35	29	27	45	48	55	67	64	78	58	49	54	51	2,180,682	3,581
78 Motion pictures	58	54	56	62	62	71	66	57	59	56	49	60	59	492,341	693
79 Amusement & recreation services	125	137	134	162	258	358	394	338	271	176	156	122	219	2,963,723	1,126
80 Health services	710	715	725	719	741	759	737	715	721	714	734	747	728	16,646,822	1,905
81 Legal services	38	38	42	40	37	37	39	38	37	39	38	38	38	994,237	2,157
82 Educational services	42	50	51	48	52	35	38	60	66	59	59	59	52	910,342	1,471
83 Social services	394	400	418	383	397	377	369	384	395	395	392	370	390	6,439,295	1,378
84 Museums, botanical, zoological gardens	43	49	54	62	94	98	99	99	111	79	72	71	78	*	*
86 Membership organizations	395	403	404	410	420	443	445	427	404	399	398	416	414	5,369,393	1,082
87 Engineering & management services	124	137	147	149	167	197	158	181	156	141	141	134	153	3,898,561	2,128
88 Private households	11	10	10	9	9	8	8	8	8	9	10	9	9	107,747	989
89 Miscellaneous services	1	1	1	1	3	2	2	2	1	2	1	1	2	*	*
NONCLASSIFIABLE ESTABLISHMENTS	11	12	13	9	7	6	6	6	5	4	4	4	7	154,584	1,777
TOTAL GOVERNMENT	4,254	4,378	4,401	4,413	4,553	4,567	3,071	3,243	4,500	4,518	4,388	4,425	4,226	147,276,764	2,904
Federal Government	372	374	377	394	419	450	460	457	450	380	372	344	404	19,079,534	3,935
State Government	982	1,029	1,038	1,048	1,127	1,023	1,025	1,031	1,063	1,067	1,035	1,027	1,041	38,039,545	3,044
Local Government	2,900	2,975	2,986	2,971	3,007	3,094	1,586	1,755	2,987	3,071	2,981	3,054	2,781	90,157,685	2,702

KETCHIKAN GATEWAY BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	5,971	6,086	6,255	6,661	7,102	7,375	8,238	8,576	7,838	7,136	6,664	6,398	7,025	225,062,306	2,670
PRIVATE OWNERSHIP	4,168	4,284	4,443	4,810	5,229	5,690	6,540	6,799	5,971	5,267	4,865	4,632	5,225	158,356,876	2,526
TOTAL GOVERNMENT	1,803	1,802	1,812	1,851	1,873	1,685	1,698	1,777	1,867	1,869	1,799	1,766	1,800	66,705,430	3,088
AGRICULTURE, FORESTRY & FISHING	81	72	69	80	100	112	116	110	108	88	88	83	92	3,477,504	3,141
01 Agricultural production-crops	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
07 Agricultural services	16	17	20	24	37	37	31	29	25	27	29	28	27	670,845	2,096
08 Forestry	36	22	16	19	27	32	32	31	33	31	30	29	28	.	.
09 Fishing, hunting & trapping	29	33	33	37	36	43	53	50	50	30	29	26	37	1,255,274	2,796
CONSTRUCTION	309	326	373	426	458	508	500	485	458	407	372	323	412	19,513,150	3,946
15 General building contractors	115	106	137	133	125	127	123	114	114	102	99	97	116	4,338,470	3,117
16 Heavy construction contractors, ex bldg.	104	126	131	188	220	255	271	262	224	201	173	129	190	11,482,171	5,027
17 Special trade contractors	90	94	105	105	113	126	106	109	120	174	100	97	106	3,692,509	2,910
MANUFACTURING	569	633	657	770	763	805	1,507	1,742	1,184	1,108	932	721	949	35,478,929	3,115
DURABLE GOODS	214	232	274	382	404	432	469	516	554	555	522	357	409	18,718,404	3,812
NONDURABLE GOODS	355	401	383	388	359	373	1,038	1,226	630	553	410	364	540	16,760,525	2,587
20 Food & kindred products	168	219	198	225	211	225	911	1,097	499	425	284	239	392	10,165,291	2,162
23 Apparel & other textile products	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
24 Lumber & wood products	162	177	217	316	335	358	399	445	472	472	439	259	338	15,290,241	3,774
26 Paper & allied products	115	113	113	94	76	76	58	58	58	55	55	54	77	5,126,794	5,542
27 Printing & publishing	71	68	71	68	71	71	68	70	72	72	70	70	70	1,452,295	1,725
37 Transportation equipment	52	55	57	66	69	74	70	71	82	83	83	98	72	.	.
TRANS., COMM. & UTILITIES	468	479	518	533	606	689	714	716	668	523	469	502	574	21,920,613	3,184
41 Local & interurban passenger transit	19	23	23	23	28	34	35	35	29	18	10	11	24	362,107	1,257
42 Trucking & warehousing	24	25	26	30	31	33	30	29	27	26	25	23	27	606,005	1,842
44 Water transportation	148	150	175	162	185	208	212	217	203	166	158	184	181	9,369,060	4,322
45 Transportation by air	238	241	254	274	319	366	388	387	356	268	228	243	297	10,066,595	2,826
47 Transportation services	6	6	7	8	5	11	9	9	9	7	7	5	7	.	.
48 Communication	18	19	19	17	19	19	13	13	13	13	13	13	16	805,885	4,264
49 Electric, gas & sanitary services	15	15	14	19	19	18	27	26	31	25	28	23	22	.	.
TOTAL TRADE	1,199	1,209	1,243	1,372	1,557	1,744	1,757	1,760	1,609	1,331	1,288	1,318	1,449	33,431,008	1,923
WHOLESALE TRADE	180	184	191	202	206	205	222	229	204	190	186	192	199	7,402,391	3,096
50 Wholesale trade-durable goods	61	66	69	72	72	74	63	63	62	61	63	67	66	3,378,960	4,261
51 Wholesale trade-nondurable goods	119	118	122	130	134	131	159	166	142	129	123	125	133	4,023,431	2,518
RETAIL TRADE	1,019	1,025	1,052	1,170	1,351	1,539	1,535	1,531	1,405	1,141	1,102	1,126	1,250	26,028,617	1,736
52 Building materials & garden supplies	32	32	33	34	40	43	40	41	38	35	33	38	37	1,400,748	3,191
53 General merchandise stores	49	50	45	49	59	59	60	47	42	50	53	49	51	1,501,538	2,453
54 Food stores	302	307	302	320	328	335	333	337	338	334	318	328	324	7,723,825	1,990
55 Automotive dealers & service stations	114	110	110	116	118	123	117	118	117	119	119	119	117	3,269,601	2,335
56 Apparel & accessory stores	40	40	38	46	60	69	62	73	60	46	41	47	52	1,004,746	1,615
57 Furniture & homefurnishings stores	25	25	27	27	26	32	30	31	29	28	27	27	28	679,804	2,035
58 Eating & drinking places	255	257	272	286	330	376	393	407	366	317	306	297	322	4,228,306	1,095
59 Miscellaneous retail	202	204	225	292	390	502	500	477	415	212	205	221	320	6,220,049	1,618

KETCHIKAN GATEWAY BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
FINANCE, INS. & REAL ESTATE	264	265	260	266	258	258	262	258	258	263	262	267	262	7,341,893	2,337
60 Depository institutions	134	136	129	129	132	132	134	132	130	130	132	135	132	4,307,357	2,718
61 Nondepository institutions	0	0	0	0	0	0	1	0	0	0	0	0	0	*	*
62 Security & commodity brokers	2	2	3	5	5	4	5	5	5	5	7	6	5	*	*
63 Insurance carriers	26	27	27	26	26	26	29	28	28	24	23	24	26	901,881	2,872
64 Insurance agents, brokers & service	27	26	27	26	24	24	22	22	25	26	27	26	25	648,109	2,146
65 Real estate	53	52	51	51	52	53	54	52	52	53	57	54	53	871,705	1,375
67 Holding & other invest. offices	22	22	23	29	19	19	17	19	18	25	16	22	21	*	*
SERVICES	1,278	1,300	1,323	1,363	1,487	1,574	1,684	1,728	1,686	1,547	1,454	1,418	1,487	37,193,779	2,085
70 Hotels & other lodging places	171	190	186	197	238	272	341	354	322	258	228	210	247	4,321,197	1,456
72 Personal services	26	28	27	27	27	30	23	26	26	24	24	23	26	488,500	1,571
73 Business services	81	82	94	105	114	113	123	124	124	106	98	97	105	2,414,425	1,915
75 Auto repair, services & parking	22	22	22	22	25	27	31	32	27	30	26	28	26	749,410	2,387
76 Miscellaneous repair services	5	5	6	5	4	5	4	4	2	2	2	2	4	115,467	2,510
78 Motion pictures	37	38	41	37	42	46	41	45	43	40	39	41	41	440,989	900
79 Amusement & recreation services	96	93	92	99	128	191	218	223	210	158	102	102	143	1,746,805	1,020
80 Health services	451	446	447	457	465	471	479	488	494	487	488	466	470	18,251,094	3,237
81 Legal services	29	27	26	28	29	31	29	28	28	29	29	28	28	738,010	2,164
82 Educational services	1	1	1	1	0	0	0	0	0	0	0	0	0	*	*
83 Social services	125	122	125	121	129	127	128	129	128	120	125	127	126	2,151,243	1,428
84 Museums, botanical, zoological gardens	0	0	0	0	0	0	0	0	0	0	0	0	0	*	*
86 Membership organizations	191	189	197	201	222	197	195	205	208	216	215	222	205	3,888,344	1,582
87 Engineering & management services	41	50	52	56	57	55	61	58	63	65	65	67	58	1,731,484	2,509
88 Private households	2	7	7	7	7	9	10	10	10	11	12	3	8	146,421	1,541
89 Miscellaneous services	0	0	0	0	0	0	1	2	1	1	1	2	1	*	*
TOTAL GOVERNMENT	1,803	1,802	1,812	1,851	1,873	1,685	1,698	1,777	1,867	1,869	1,799	1,766	1,800	66,705,430	3,088
Federal Government	270	253	249	265	292	304	308	308	292	268	250	240	275	13,051,387	3,956
State Government	561	562	556	570	556	597	595	608	606	591	586	577	580	21,383,202	3,070
Local Government	972	987	1,007	1,016	1,025	784	795	861	969	1,010	963	949	945	32,270,841	2,846

KODIAK ISLAND BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	5,465	5,819	5,634	5,581	5,641	5,532	6,420	6,655	6,317	5,645	5,108	4,730	5,737	156,034,213	2,266
PRIVATE OWNERSHIP	4,289	4,630	4,438	4,380	4,439	4,821	5,480	5,711	5,171	4,496	3,949	3,587	4,616	118,032,159	2,131
TOTAL GOVERNMENT	1,176	1,189	1,196	1,201	1,202	1,011	940	944	1,146	1,149	1,159	1,143	1,121	38,002,054	2,824
AGRICULTURE, FORESTRY & FISHING	63	61	64	66	83	73	61	65	77	73	72	69	69	3,260,714	3,943
07 Agricultural services	8	8	8	6	7	7	9	11	12	11	9	9	9	95,994	914
08 Forestry	0	0	1	1	2	2	1	1	2	1	1	1	1	.	.
09 Fishing, hunting & trapping	55	53	55	59	74	64	51	53	63	61	62	59	59	3,061,105	4,317
CONSTRUCTION	132	121	135	165	178	181	185	172	161	161	144	108	154	7,620,694	4,135
15 General building contractors	48	46	45	49	48	50	47	43	44	56	46	35	46	1,595,258	2,864
16 Heavy construction contractors, ex bldg.	55	51	61	85	98	100	104	95	85	80	72	44	78	4,843,036	5,208
17 Special trade contractors	29	24	29	31	32	31	34	34	32	25	26	29	30	1,182,400	3,321
MANUFACTURING	1,839	2,198	2,004	1,811	1,741	2,082	2,664	2,813	2,352	1,796	1,301	1,019	1,968	48,341,006	2,047
DURABLE GOODS	38	28	58	82	79	88	84	76	85	84	108	63	73	2,965,188	3,397
NONDURABLE GOODS	1,801	2,170	1,946	1,729	1,662	1,994	2,580	2,737	2,267	1,712	1,193	956	1,896	45,375,818	1,995
20 Food & kindred products	1,772	2,143	1,920	1,698	1,632	1,964	2,553	2,711	2,264	1,706	1,187	948	1,875	44,983,324	1,999
23 Apparel & other textile products	1	1	1	2	1	3	2	0	0	1	1	4	1	.	.
24 Lumber & wood products	28	21	43	69	64	74	66	67	78	70	94	58	61	2,566,459	3,506
27 Printing & publishing	28	26	25	29	29	27	25	26	3	5	5	4	19	.	.
37 Transportation equipment	10	7	15	13	15	14	18	9	7	14	14	5	12	.	.
TRANS., COMM. & UTILITIES	260	258	263	283	301	312	345	343	298	318	311	275	297	10,220,522	2,865
42 Trucking & warehousing	38	37	39	45	54	62	62	58	44	40	38	34	46	940,190	1,706
44 Water transportation	13	13	14	11	21	8	32	34	10	33	33	8	19	622,765	2,708
45 Transportation by air	95	98	99	113	113	125	133	134	131	134	130	122	119	2,970,758	2,082
47 Transportation services	12	10	9	13	12	12	11	10	12	9	10	11	11	217,876	1,663
48 Communication	39	39	41	37	36	37	38	38	37	39	38	39	38	1,350,113	2,948
49 Electric, gas & sanitary services	63	61	61	64	65	68	69	69	64	63	62	61	64	4,118,820	5,349
TOTAL TRADE	752	761	765	799	832	839	905	970	928	855	836	842	840	16,779,012	1,664
WHOLESALE TRADE	29	32	31	40	59	62	128	175	128	60	37	47	69	2,725,514	3,292
50 Wholesale trade-durable goods	11	13	13	14	14	14	13	13	13	13	13	12	13	356,267	2,284
51 Wholesale trade-nondurable goods	18	19	18	26	45	48	115	162	115	47	24	35	56	2,369,247	3,526
RETAIL TRADE	723	729	734	759	773	777	777	795	800	795	799	795	771	14,053,498	1,518
52 Building materials & garden supplies	50	49	50	59	57	61	57	58	61	65	56	53	56	1,242,284	1,838
53 General merchandise stores	114	113	109	106	107	112	110	112	107	111	105	102	109	2,048,888	1,566
54 Food stores	162	161	162	156	166	163	161	159	168	163	166	163	163	.	.
55 Automotive dealers & service stations	40	42	42	44	47	47	50	49	49	48	50	51	47	1,122,712	2,008
56 Apparel & accessory stores	12	12	10	10	13	10	13	11	9	7	7	7	10	82,873	685
57 Furniture & home furnishings stores	6	6	6	6	6	5	5	5	5	6	5	5	6	.	.
58 Eating & drinking places	223	231	236	259	260	258	260	275	278	273	279	284	260	2,838,806	911
59 Miscellaneous retail	116	115	119	119	117	121	121	126	123	122	131	130	122	2,826,031	1,936

KODIAK ISLAND BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
FINANCE, INS. & REAL ESTATE	138	135	135	154	168	170	185	192	178	168	156	159	162	4,960,289	2,559
60 Depository institutions	39	38	38	43	46	44	43	42	40	47	46	46	43	1,195,187	2,334
61 Nondepository institutions	3	3	3	3	3	2	2	2	2	3	3	3	3	.	.
63 Insurance carriers	2	2	2	3	3	4	4	3	3	3	4	4	3	.	.
64 Insurance agents, brokers & service	7	7	8	10	10	10	11	10	10	10	10	10	9	197,770	1,750
65 Real estate	46	42	38	55	57	49	64	63	61	51	47	51	52	1,430,203	2,292
67 Holding & other invest. offices	41	43	46	40	49	61	61	72	62	54	46	45	52	1,910,902	3,082
SERVICES	1,105	1,096	1,072	1,102	1,136	1,164	1,133	1,154	1,175	1,125	1,129	1,112	1,125	26,818,354	1,986
70 Hotels & other lodging places	105	104	110	115	126	154	138	143	142	124	117	109	124	1,888,646	1,270
72 Personal services	28	27	28	28	26	30	24	26	27	32	30	33	28	298,023	879
73 Business services	83	82	77	77	78	79	82	84	87	79	80	71	80	882,001	920
75 Auto repair, services & parking	42	41	41	40	42	46	38	43	43	47	47	47	43	845,562	1,635
76 Miscellaneous repair services	23	24	26	27	26	26	24	29	30	27	27	26	26	727,951	2,311
78 Motion pictures	14	12	12	23	25	25	15	17	17	11	8	8	16	.	.
79 Amusement & recreation services	13	15	15	14	23	19	19	22	25	17	22	12	18	230,639	1,068
80 Health services	237	232	237	236	236	237	239	242	241	239	247	251	240	8,218,448	2,860
81 Legal services	16	15	15	19	17	18	17	16	12	15	15	15	16	370,216	1,949
82 Educational services	2	2	2	1	1	1	1	1	1	1	1	0	1	.	.
83 Social services	113	116	108	107	108	102	103	102	110	109	109	116	109	2,045,616	1,570
84 Museums, botanical, zoological gardens	5	4	6	6	6	7	8	6	5	5	6	5	6	.	.
86 Membership organizations	282	279	270	265	275	264	267	269	277	273	272	276	272	5,109,616	1,563
87 Engineering & management services	134	134	116	134	138	145	147	144	147	137	137	133	137	.	.
88 Private households	8	9	9	10	9	11	11	10	11	9	11	10	10	114,525	971
NONCLASSIFIABLE ESTABLISHMENTS	0	0	0	0	0	0	2	2	2	0	0	3	1	31,568	3,508
TOTAL GOVERNMENT	1,176	1,189	1,196	1,201	1,202	1,011	940	944	1,146	1,149	1,159	1,143	1,121	38,002,054	2,824
Federal Government	163	167	166	168	168	172	173	178	182	172	168	165	170	7,618,195	3,731
State Government	232	238	239	263	273	239	230	228	251	241	238	231	242	9,250,622	3,187
Local Government	781	784	791	770	761	600	537	538	713	736	753	747	709	21,133,237	2,483

LAKE AND PENINSULA BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	433	418	406	452	594	1,056	1,196	1,122	867	553	454	307	662	13,525,967	1,702
PRIVATE OWNERSHIP	261	255	244	259	389	823	1,001	908	662	357	275	241	473	9,872,509	1,740
TOTAL GOVERNMENT	172	163	162	193	205	233	195	214	205	196	179	156	189	3,653,458	1,607
CONSTRUCTION	0	0	0	0	0	0	0	4	8	0	0	0	1	.	.
15 General building contractors	0	0	0	0	0	0	0	0	1	0	0	0	0	.	.
16 Heavy construction contractors, ex bldg.	0	0	0	0	0	0	0	4	7	0	0	0	1	.	.
MANUFACTURING	75	79	42	43	135	425	551	457	245	86	58	24	185	4,379,354	1,973
NONDURABLE GOODS	75	79	42	43	135	425	551	457	245	86	58	24	185	4,379,354	1,973
20 Food & kindred products	75	79	42	43	135	425	551	457	245	86	58	24	185	4,379,354	1,973
TRANS., COMM. & UTILITIES	48	46	40	48	50	60	62	58	57	55	45	52	52	1,189,129	1,915
41 Local & interurban passenger transit	2	1	1	2	2	2	0	0	0	2	2	2	1	.	.
44 Water transportation	0	0	0	0	0	0	0	0	0	0	1	0	0	.	.
45 Transportation by air	23	24	24	23	29	36	46	43	39	35	23	19	30	734,118	2,017
48 Communication	2	2	2	2	2	2	2	2	2	2	2	2	2	.	.
49 Electric, gas & sanitary services	21	19	13	21	17	20	14	13	16	16	17	29	18	381,265	1,765
TOTAL TRADE	22	16	16	14	19	45	51	41	21	16	15	15	24	319,358	1,097
WHOLESALE TRADE	1	0	0	0	0	17	29	18	2	0	0	0	6	108,845	1,625
51 Wholesale trade-nondurable goods	1	0	0	0	0	17	29	18	2	0	0	0	6	108,845	1,625
RETAIL TRADE	21	16	16	14	19	28	22	23	19	16	15	15	19	210,513	940
53 General merchandise stores	18	14	13	11	16	25	20	20	18	15	14	14	17	181,151	915
54 Food stores	1	1	2	2	2	3	2	3	1	1	1	1	2	.	.
59 Miscellaneous retail	2	1	1	1	1	0	0	0	0	0	0	0	1	.	.
FINANCE, INS. & REAL ESTATE	5	3	4	4	4	4	7	8	8	8	8	8	6	53,908	759
67 Holding & other invest. offices	5	3	4	4	4	4	7	8	8	8	8	8	6	53,908	759
SERVICES	111	111	142	150	181	289	330	340	323	192	149	142	205	3,907,973	1,589
70 Hotels & other lodging places	15	16	16	17	42	160	203	196	163	58	17	18	77	2,529,105	2,746
72 Personal services	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
73 Business services	1	2	3	0	0	0	2	2	0	2	2	2	1	.	.
79 Amusement & recreation services	0	0	0	0	11	0	2	2	3	7	0	0	2	69,998	2,800
83 Social services	2	3	3	2	1	1	2	1	1	1	0	0	1	15,270	898
86 Membership organizations	92	87	118	130	126	127	120	138	155	123	129	121	122	1,275,269	870
87 Engineering & management services	0	2	1	0	0	0	0	0	0	0	0	0	0	.	.
TOTAL GOVERNMENT	172	163	162	193	205	233	195	214	205	196	179	156	189	3,653,458	1,607
Federal Government	34	36	35	41	62	68	67	63	62	36	38	33	48	1,680,150	2,922
State Government	9	4	8	10	12	11	14	11	7	4	3	4	8	319,828	3,297
Local Government	129	123	119	142	131	154	114	140	136	156	138	119	133	1,653,480	1,033

MATANUSKA-SUSITNA BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	10,376	10,442	10,777	11,084	11,862	12,326	11,212	11,260	12,287	11,855	11,513	11,412	11,367	311,684,727	2,285
PRIVATE OWNERSHIP	7,300	7,349	7,621	7,944	8,654	9,192	9,483	9,612	9,353	8,794	8,439	8,314	8,505	210,205,722	2,060
TOTAL GOVERNMENT	3,076	3,093	3,156	3,140	3,208	3,134	1,729	1,648	2,934	3,061	3,074	3,098	2,863	101,479,005	2,954
AGRICULTURE, FORESTRY & FISHING	71	69	75	108	145	160	164	174	126	108	85	74	113	1,793,442	1,320
01 Agricultural production-crops	11	9	10	37	59	63	68	81	45	35	21	12	38	374,669	831
02 Agricultural production-livestock	2	2	3	3	3	3	4	4	4	3	3	3	3	.	.
07 Agricultural services	55	56	59	65	77	89	87	81	75	65	61	59	69	1,236,306	1,484
08 Forestry	0	0	0	0	1	1	1	1	1	1	0	0	1	.	.
09 Fishing, hunting & trapping	3	2	3	3	5	4	4	7	1	0	0	0	3	.	.
MINING	9	9	16	23	30	30	32	37	33	31	21	13	24	746,871	2,630
10 Metal mining	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
14 Nonmetallic minerals ex. fuels	9	9	16	23	30	30	32	37	33	31	21	13	24	746,871	2,630
CONSTRUCTION	672	655	700	825	960	1,113	1,234	1,271	1,306	1,289	1,143	1,035	1,017	32,462,116	2,660
15 General building contractors	159	156	174	169	202	205	266	255	281	289	287	242	224	5,955,737	2,218
16 Heavy construction contractors, ex bldg.	137	110	117	149	178	222	270	241	215	201	158	135	178	7,745,637	3,632
17 Special trade contractors	376	389	409	507	580	686	698	775	810	799	698	658	615	18,759,742	2,540
MANUFACTURING	103	109	116	130	144	164	167	151	143	135	117	107	132	3,007,707	1,896
DURABLE GOODS	52	55	64	80	98	111	112	100	93	85	65	60	81	2,107,000	2,159
NONDURABLE GOODS	51	54	52	50	46	53	55	51	50	50	52	47	51	902,707	1,477
22 Textile mill products	2	3	3	3	3	5	5	3	3	3	3	3	3	.	.
23 Apparel & other textile products	0	0	0	0	0	0	2	1	0	0	0	0	0	.	.
24 Lumber & wood products	15	17	18	22	27	33	31	25	20	22	19	18	22	55,227	2,076
27 Printing & publishing	49	51	49	47	43	48	48	47	47	47	49	44	47	878,619	1,544
32 Stone, clay & glass products	11	12	18	33	38	42	47	41	42	39	24	21	31	1,081,134	2,938
33 Primary metal industries	3	3	4	4	4	4	4	5	5	4	4	3	4	.	.
34 Fabricated metal products	6	2	3	3	3	3	3	3	3	3	3	3	3	.	.
35 Industrial machinery & equipment	5	4	4	3	11	12	12	12	9	0	0	0	6	.	.
37 Transportation equipment	10	13	13	10	10	12	10	9	9	13	10	10	11	191,483	1,484
39 Misc. manufacturing industries	2	4	4	5	5	5	5	5	5	4	5	5	5	54,382	1,007
TRANS., COMM. & UTILITIES	768	771	796	831	900	929	929	947	955	864	797	783	856	37,600,627	3,661
41 Local & interurban passenger transit	27	26	27	26	26	4	2	1	29	27	25	29	21	231,400	929
42 Trucking & warehousing	88	88	85	94	95	102	78	84	86	73	66	69	84	1,752,572	1,739
44 Water transportation	7	5	7	6	7	9	7	6	5	5	5	5	6	.	.
45 Transportation by air	42	46	57	76	101	120	126	119	106	78	68	63	84	1,822,759	1,819
47 Transportation services	43	45	43	45	42	44	57	67	70	45	41	39	48	837,450	1,441
48 Communication	423	421	435	444	478	492	501	510	499	481	446	428	463	24,154,357	4,346
49 Electric, gas & sanitary services	138	140	142	140	151	158	158	160	160	155	146	150	150	8,651,897	4,812
TOTAL TRADE	2,672	2,662	2,713	2,771	2,939	3,054	3,238	3,246	3,191	3,012	3,018	2,987	2,959	56,261,573	1,585
WHOLESALE TRADE	203	216	213	240	317	316	347	366	336	289	284	266	283	6,810,048	2,007
50 Wholesale trade-durable goods	71	73	73	78	84	89	86	87	91	90	91	77	83	2,140,787	2,162
51 Wholesale trade-nondurable goods	132	143	140	162	233	227	261	279	245	199	193	189	200	4,669,261	1,943

MATANUSKA-SUSITNA BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$) MO EARN (\$)	ANN AV MO EARN (\$)
RETAIL TRADE	2,469	2,446	2,500	2,531	2,622	2,738	2,891	2,880	2,855	2,723	2,734	2,721	2,676	49,451,525	1,540
52 Building materials & garden supplies	106	111	113	145	157	157	157	154	149	122	110	106	132	3,200,628	2,017
53 General merchandise stores	390	374	409	406	432	435	460	474	463	495	517	511	447	8,353,292	1,557
54 Food stores	528	529	543	529	533	555	558	562	598	557	553	563	551	11,493,586	1,739
55 Automotive dealers & service stations	439	430	425	407	380	390	419	419	411	411	415	408	413	12,937,731	2,612
56 Apparel & accessory stores	41	34	38	33	35	33	29	31	33	32	37	41	35	327,438	785
57 Furniture & home furnishings stores	97	97	101	93	105	107	107	101	109	127	128	127	108	2,202,727	1,696
58 Eating & drinking places	698	715	712	749	792	854	914	949	913	809	805	789	808	8,252,021	851
59 Miscellaneous retail	170	156	159	169	188	207	247	190	179	170	169	176	182	2,684,102	1,231
FINANCE, INS. & REAL ESTATE	299	305	310	327	342	354	360	348	346	339	340	335	334	8,876,785	2,216
60 Depository institutions	138	139	141	142	141	146	147	152	152	145	146	146	145	4,021,815	2,318
61 Nondepository institutions	24	26	29	28	30	29	28	28	28	28	30	31	28	1,092,616	3,223
62 Security & commodity brokers	7	9	10	10	10	10	8	9	9	9	8	9	9	143,600	1,330
63 Insurance carriers	39	37	34	38	40	41	44	42	44	45	44	44	41	1,755,713	3,569
64 Insurance agents, brokers & service	33	34	33	35	38	44	41	45	43	44	45	41	40	1,001,503	2,104
65 Real estate	57	59	62	73	82	83	91	71	69	67	66	63	70	848,074	1,006
67 Holding & other invest. offices	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
SERVICES	2,705	2,768	2,894	2,928	3,193	3,387	3,351	3,430	3,245	3,011	2,914	2,979	3,067	69,382,154	1,885
70 Hotels & other lodging places	189	194	192	214	239	321	324	341	282	218	203	195	243	2,707,768	930
72 Personal services	116	133	130	125	104	101	102	107	98	91	96	101	109	1,177,926	903
73 Business services	194	186	204	221	301	362	372	401	330	283	240	239	278	4,666,218	1,400
75 Auto repair, services & parking	126	125	128	130	141	138	133	134	139	138	139	136	134	3,038,811	1,891
76 Miscellaneous repair services	50	55	54	51	60	69	65	62	62	60	60	66	60	1,803,873	2,526
78 Motion pictures	53	56	62	50	47	54	50	52	48	54	53	57	53	417,260	656
79 Amusement & recreation services	68	73	122	129	246	279	290	308	262	145	119	117	180	3,208,953	1,487
80 Health services	774	777	774	763	776	779	756	765	749	757	773	794	770	24,369,855	2,638
81 Legal services	31	30	29	31	30	30	31	30	30	29	27	26	30	627,146	1,772
82 Educational services	146	147	150	145	169	193	215	195	163	169	148	142	165	3,871,694	1,953
83 Social services	592	617	624	614	618	573	555	571	602	611	601	623	600	11,081,819	1,539
84 Museums, botanical, zoological gardens	4	5	4	5	8	9	7	7	8	5	4	4	6	.	.
86 Membership organizations	147	153	150	154	159	155	157	158	158	157	155	160	155	1,508,502	810
87 Engineering & management services	200	203	257	274	276	304	274	280	295	275	276	301	268	10,516,665	3,271
88 Private households	11	11	10	16	15	17	16	15	16	15	16	15	14	221,609	1,281
89 Miscellaneous services	4	3	4	6	4	3	4	4	3	4	4	3	4	.	.
NONCLASSIFIABLE ESTABLISHMENTS	1	1	1	1	1	1	8	8	8	5	4	1	3	74,447	1,861
TOTAL GOVERNMENT	3,076	3,093	3,156	3,140	3,208	3,134	1,729	1,648	2,934	3,061	3,074	3,098	2,863	101,479,005	2,954
Federal Government	134	133	136	135	136	138	154	155	154	122	122	125	137	6,207,194	3,776
State Government	797	819	824	858	872	781	796	795	870	845	818	811	824	28,954,788	2,929
Local Government	2,145	2,141	2,196	2,147	2,200	2,215	779	698	1,910	2,094	2,134	2,162	1,902	66,317,023	2,906

NOME CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	3,476	3,461	3,478	3,489	3,530	3,566	3,478	3,497	3,721	3,646	3,477	3,477	3,525	97,044,435	2,294
PRIVATE OWNERSHIP	2,099	2,107	2,107	2,073	2,107	2,185	2,327	2,300	2,250	2,118	2,021	2,046	2,145	55,308,942	2,149
TOTAL GOVERNMENT	1,377	1,354	1,371	1,416	1,423	1,381	1,151	1,197	1,471	1,528	1,456	1,431	1,380	41,735,493	2,521
AGRICULTURE, FORESTRY & FISHING	5	5	6	6	4	4	7	5	6	6	3	2	5	*	*
02 Agricultural production-livestock	5	5	6	6	4	4	7	5	6	6	3	2	5	*	*
07 Agricultural services	0	0	0	0	0	0	0	0	0	0	0	0	0	*	*
MINING	67	65	68	38	41	63	61	70	74	50	15	11	52	3,129,802	5,024
10 Metal mining	67	65	64	38	41	49	53	53	53	36	11	9	45	*	*
14 Nonmetallic minerals ex fuels	0	0	4	0	0	14	8	17	21	14	4	2	7	*	*
CONSTRUCTION	37	33	35	32	38	47	61	65	55	41	36	31	43	1,791,193	3,505
15 General building contractors	23	21	24	22	24	26	32	37	32	33	29	26	27	901,406	2,740
16 Heavy construction contractors, ex bldgs.	6	4	4	3	5	13	21	21	19	5	3	3	9	*	*
17 Special trade contractors	8	8	7	7	9	8	8	7	4	3	4	2	6	229,663	3,062
MANUFACTURING	14	15	14	14	14	26	34	72	24	23	15	17	24	462,726	1,641
NONDURABLE GOODS	11	15	14	14	14	26	34	72	24	23	15	17	24	462,726	1,641
20 Food & kindred products	0	0	0	0	0	12	22	59	12	10	2	3	10	*	*
27 Printing & publishing	10	11	10	10	10	10	8	9	8	9	8	9	9	*	*
31 Leather & leather products	4	4	4	4	4	4	4	4	4	4	5	5	4	*	*
TRANS., COMM. & UTILITIES	319	330	328	334	333	334	345	334	326	312	311	312	327	7,607,544	1,942
41 Local & interurban passenger transit	6	7	6	7	6	2	7	4	4	5	6	5	5	*	*
42 Trucking & warehousing	4	4	5	5	5	6	6	5	5	5	4	5	5	*	*
44 Water transportation	6	6	6	7	8	12	10	10	9	11	10	7	9	*	*
45 Transportation by air	238	243	245	249	250	243	240	239	233	226	229	227	239	5,521,179	1,929
47 Transportation services	0	0	0	0	0	5	5	5	4	0	0	0	2	*	*
48 Communication	17	18	19	18	20	20	20	19	19	18	18	18	19	729,501	3,257
49 Electric, gas & sanitary services	48	52	47	48	44	46	57	52	52	47	44	50	49	600,441	1,023
TOTAL TRADE	420	407	372	389	420	449	471	447	413	397	395	407	416	7,325,986	1,469
WHOLESALE TRADE	7	6	6	5	3	15	10	6	4	3	3	4	6	177,266	2,462
50 Wholesale trade-durable goods	4	3	3	3	3	5	5	5	4	3	3	4	4	*	*
51 Wholesale trade-nondurable goods	3	3	3	2	0	10	5	1	0	0	0	0	2	50,028	1,853
RETAIL TRADE	413	401	366	384	417	434	461	441	409	394	392	403	410	7,148,720	1,454
52 Building materials & garden supplies	25	25	21	21	23	26	32	23	22	21	22	22	24	*	*
53 General merchandise stores	181	164	139	158	183	190	211	179	174	163	169	170	173	2,762,605	1,328
54 Food stores	41	43	39	42	42	41	40	42	39	38	38	39	40	*	*
55 Automotive dealers & service stations	22	20	21	16	16	17	16	16	16	16	18	20	18	447,368	2,091
57 Furniture & hom furnishings stores	6	5	4	0	0	0	0	0	0	0	0	0	1	*	*
58 Eating & drinking places	107	111	110	111	110	124	121	139	123	117	114	120	117	1,682,140	1,196
59 Miscellaneous retail	31	33	32	36	43	36	41	42	35	39	31	32	36	770,321	1,787
FINANCE, INS. & REAL ESTATE	240	242	239	243	257	286	287	272	287	261	243	243	258	5,790,334	1,868
60 Depository institutions	10	10	10	10	8	10	9	10	9	11	10	10	10	*	*
65 Real estate	85	74	70	63	68	66	75	78	95	88	74	69	75	2,526,205	2,791
67 Holding & other invest. offices	145	158	159	170	181	210	203	184	183	162	159	164	173	2,869,790	1,381

NOME CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
SERVICES	997	1,010	1,045	1,017	1,000	976	1,061	1,035	1,065	1,028	1,003	1,023	1,022	29,115,189	2,375
70 Hotels & other lodging places	47	47	66	55	51	67	80	74	61	51	50	42	58	699,591	1,012
73 Business services	20	19	20	21	20	21	23	19	26	22	20	21	21	191,163	759
75 Auto repair, services & parking	12	8	9	11	10	18	18	21	16	13	11	13	13	323,105	2,019
79 Amusement & recreation services	66	64	54	51	50	46	38	39	37	37	35	34	46	260,646	473
80 Health services	433	445	436	430	427	439	427	422	430	413	421	426	429	.	.
81 Legal services	1	1	1	1	1	1	1	1	1	2	2	3	1	.	.
83 Social services	263	260	271	267	244	204	271	281	283	264	265	281	261	6,879,907	2,195
86 Membership organizations	140	150	171	163	177	156	168	165	182	203	183	187	170	1,850,275	905
87 Engineering & management services	15	16	17	18	20	24	35	33	29	23	16	16	22	897,064	3,424
TOTAL GOVERNMENT	1,377	1,354	1,371	1,416	1,423	1,381	1,151	1,197	1,471	1,528	1,456	1,431	1,380	41,735,493	2,521
Federal Government	81	78	84	83	81	86	83	87	81	80	75	72	81	3,274,063	3,372
State Government	180	188	188	187	190	194	194	202	203	203	192	192	193	9,493,557	4,104
Local Government	1,116	1,088	1,099	1,146	1,152	1,101	874	908	1,187	1,245	1,189	1,167	1,106	28,967,873	2,183

NORTH SLOPE BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	8,274	8,402	8,359	8,532	8,409	8,334	8,417	8,782	8,687	8,688	8,562	8,726	8,514	520,522,220	5,095
PRIVATE OWNERSHIP	5,980	6,173	6,128	6,324	6,247	6,461	6,664	6,795	6,652	6,663	6,567	6,707	6,447	432,844,177	5,595
TOTAL GOVERNMENT	2,294	2,229	2,231	2,208	2,162	1,873	1,753	1,987	2,035	2,025	1,995	2,019	2,068	87,678,043	3,534
MINING	3,536	3,713	3,679	3,809	3,708	3,807	3,984	4,133	4,010	4,061	3,903	4,007	3,863	296,737,350	6,402
13 Oil & gas extraction	3,536	3,713	3,679	3,809	3,708	3,807	3,984	4,133	4,010	4,061	3,903	4,007	3,863	296,737,350	6,402
CONSTRUCTION	342	332	310	327	363	367	410	411	428	365	425	372	371	28,940,915	6,501
15 General building contractors	155	145	126	172	191	155	143	138	140	86	167	144	147	12,950,188	7,350
16 Heavy construction contractors, ex bldg.	8	7	6	5	5	5	6	5	4	4	4	4	5	.	.
17 Special trade contractors	179	180	178	150	167	207	261	268	284	275	254	224	219	15,860,242	6,037
MANUFACTURING	4	5	5	5	4	4	13	13	13	3	13	14	8	.	.
NONDURABLE GOODS	4	5	5	5	4	4	13	13	13	3	13	14	8	.	.
27 Printing & publishing	4	5	5	5	4	4	13	13	13	3	13	14	8	.	.
TRANS., COMM. & UTILITIES	423	434	409	400	401	415	441	449	447	470	465	464	435	29,652,619	5,683
41 Local & interurban passenger transit	4	3	0	1	1	2	2	3	3	0	1	1	2	.	.
42 Trucking & warehousing	29	29	29	19	18	19	24	24	23	25	24	22	24	1,182,469	4,149
45 Transportation by air	100	96	95	101	102	106	122	132	124	126	118	121	112	4,407,436	3,282
46 Pipelines, except natural gas	112	133	111	110	111	111	110	109	108	108	108	107	112	.	.
47 Transportation services	7	6	7	7	6	8	8	9	7	7	8	9	7	.	.
48 Communication	57	55	54	54	56	60	60	58	65	93	96	90	67	3,743,393	4,691
49 Electric, gas & sanitary services	114	112	113	108	107	109	115	114	117	111	110	114	112	8,796,698	6,545

NORTH SLOPE BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL TRADE	506	509	521	552	596	626	591	564	564	548	552	559	557	19,415,353	2,903
RETAIL TRADE	506	509	521	552	596	626	591	564	564	548	552	559	557	19,415,353	2,903
52 Building materials & garden supplies	12	11	11	12	12	11	12	11	11	10	10	10	11	.	.
53 General merchandise stores	179	173	172	175	212	235	220	189	193	186	197	203	195	5,986,301	2,565
54 Food stores	32	32	33	42	42	42	47	46	37	31	32	32	37	818,939	1,828
55 Automotive dealers & service stations	7	6	8	7	7	4	6	6	7	10	8	13	7	.	.
57 Furniture & home furnishings stores	0	0	0	1	2	2	2	2	4	5	3	4	2	.	.
58 Eating & drinking places	245	260	271	284	288	304	277	280	285	280	271	262	276	10,419,431	3,151
59 Miscellaneous retail	31	27	26	31	33	28	27	30	27	26	31	35	29	1,459,465	4,146
FINANCE, INS. & REAL ESTATE	187	173	179	176	178	189	177	171	167	167	166	192	177	9,900,968	4,666
60 Depository institutions	10	11	11	11	10	12	11	11	10	11	10	11	11	.	.
67 Holding & other invest. offices	177	162	168	165	168	177	166	160	157	156	156	181	166	9,327,447	4,680
SERVICES	982	1,002	1,020	1,055	997	1,053	1,048	1,054	1,023	1,049	1,043	1,099	1,035	48,076,387	3,869
70 Hotels & other lodging places	32	40	38	40	45	67	62	67	56	38	36	41	47	1,288,754	2,293
72 Personal services	1	2	1	1	1	2	2	2	2	3	4	3	2	.	.
73 Business services	413	403	392	381	393	413	411	410	399	422	416	429	407	19,643,293	4,024
75 Auto repair, services & parking	3	3	2	3	3	3	3	2	1	0	0	0	2	.	.
78 Motion pictures	3	3	2	3	2	3	1	2	5	3	2	3	3	.	.
79 Amusement & recreation services	28	28	33	65	58	50	57	49	51	55	51	65	49	352,464	597
81 Legal services	2	2	2	2	2	2	2	2	1	1	1	1	2	.	.
82 Educational services	139	152	159	192	131	133	121	117	136	142	157	153	144	.	.
83 Social services	10	11	12	10	10	4	4	9	14	12	10	12	10	.	.
86 Membership organizations	168	174	179	182	177	198	198	199	183	188	189	218	188	8,490,103	3,768
87 Engineering & management services	183	184	199	176	175	178	187	195	175	185	177	174	182	11,109,805	5,078
88 Private households	0	0	1	0	0	0	0	0	0	0	0	0	0	.	.
NONCLASSIFIABLE ESTABLISHMENTS	0	5	5	0	0	0	0	0	0	0	0	0	1	6,069	607
TOTAL GOVERNMENT	2,294	2,229	2,231	2,208	2,162	1,873	1,753	1,987	2,035	2,025	1,995	2,019	2,068	87,678,043	3,534
Federal Government	34	31	34	31	28	28	28	28	28	23	24	24	28	1,170,335	3,432
State Government	50	54	54	55	54	59	59	60	60	59	58	55	56	3,053,022	4,510
Local Government	2,210	2,144	2,143	2,122	2,080	1,786	1,666	1,899	1,947	1,943	1,913	1,940	1,983	83,454,686	3,508

NORTHWEST ARCTIC BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	2,718	2,743	2,703	2,774	2,744	2,767	2,619	2,677	2,918	2,834	2,632	2,681	2,735	106,716,798	3,252
PRIVATE OWNERSHIP	1,817	1,786	1,773	1,841	1,769	1,810	1,838	1,877	1,895	1,787	1,678	1,704	1,798	79,645,960	3,692
TOTAL GOVERNMENT	901	957	930	937	975	957	781	800	1,023	1,047	954	977	937	27,070,838	2,409
MINING	366	373	375	372	405	416	419	396	396	396	400	440	396	*	*
10 Metal mining	366	373	375	372	405	416	419	396	396	396	400	440	396	*	*
CONSTRUCTION	189	171	161	149	57	52	74	97	127	110	17	18	102	7,387,926	6,046
15 General building contractors	5	7	2	7	1	9	9	12	15	12	6	3	7	*	*
16 Heavy construction contractors, ex bldg.	180	163	154	125	33	21	30	60	67	57	6	11	76	*	*
17 Special trade contractors	4	1	5	17	23	22	35	25	45	41	5	4	19	1,515,502	6,676
27 Printing & publishing	0	0	0	0	0	0	0	0	0	0	0	0	0	*	*
TRANS., COMM. & UTILITIES	246	255	258	255	247	256	258	259	257	261	271	267	258	10,474,367	3,390
41 Local & interurban passenger transit	5	5	5	4	6	6	5	6	5	4	4	5	5	*	*
42 Trucking & warehousing	41	42	41	48	45	48	49	50	48	51	48	52	47	*	*
44 Water transportation	9	10	9	9	11	12	13	13	13	14	13	9	11	*	*
45 Transportation by air	136	140	148	137	125	126	130	128	130	131	137	133	133	4,218,363	2,635
47 Transportation services	4	4	4	4	4	4	0	0	0	0	2	2	2	*	*
48 Communication	34	36	34	36	35	42	42	42	43	38	40	41	39	1,798,202	3,884
49 Electric, gas & sanitary services	17	18	17	17	21	18	19	20	18	23	27	25	20	*	*
TOTAL TRADE	237	232	216	256	252	265	249	255	247	256	246	244	246	5,462,011	1,848
RETAIL TRADE	237	232	216	256	252	265	249	255	247	256	246	244	246	5,462,011	1,848
53 General merchandise stores	126	121	104	130	117	125	118	128	127	145	136	133	126	1,738,082	1,151
54 Food stores	30	34	37	36	39	39	38	34	32	31	31	32	34	*	*
58 Eating & drinking places	79	75	73	88	95	100	93	93	88	80	79	79	85	*	*
59 Miscellaneous retail	2	2	2	2	1	1	0	0	0	0	0	0	1	*	*
FINANCE, INS. & REAL ESTATE	114	103	105	112	121	139	161	198	162	129	116	106	131	5,223,908	3,336
60 Depository institutions	8	8	8	8	6	9	8	7	7	6	5	7	7	*	*
65 Real estate	106	93	95	102	113	127	140	190	154	122	110	97	121	4,845,610	3,344
67 Holding & other invest. offices	0	2	2	2	2	3	13	1	1	1	1	2	3	*	*
SERVICES	665	652	658	697	687	682	677	672	706	635	628	629	666	19,684,813	2,464
70 Hotels & other lodging places	15	17	18	23	30	36	42	37	42	36	28	27	29	*	*
73 Business services	0	0	0	0	0	0	0	0	0	0	0	0	0	*	*
78 Motion pictures	0	0	0	0	1	1	1	1	0	1	1	1	1	*	*
79 Amusement & recreation services	43	41	35	39	20	22	46	42	48	36	30	37	37	320,546	730
80 Health services	402	398	403	411	414	410	381	388	400	365	376	381	394	*	*
83 Social services	55	57	61	61	58	53	37	31	33	33	37	30	46	787,071	1,442
86 Membership organizations	150	139	141	163	164	160	170	173	183	164	156	153	160	2,091,146	1,091
TOTAL GOVERNMENT	901	957	930	937	975	957	781	800	1,023	1,047	954	977	937	27,070,838	2,409
Federal Government	54	53	59	57	64	69	66	67	67	57	54	58	60	2,008,512	2,770
State Government	58	62	60	58	55	48	49	50	57	57	53	58	55	2,878,144	4,328
Local Government	789	842	811	822	856	840	666	683	899	933	847	861	821	22,184,182	2,252

PRINCE OF WALES-OUTER KETCHIKAN CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,744	1,771	2,014	2,168	2,312	2,313	2,308	2,431	2,382	2,501	2,347	2,117	2,201	62,291,076	2,359
PRIVATE OWNERSHIP	996	1,024	1,255	1,431	1,546	1,609	1,660	1,761	1,552	1,570	1,461	1,270	1,428	40,504,045	2,364
TOTAL GOVERNMENT	748	747	759	737	766	704	648	670	830	931	886	847	773	21,787,031	2,350
AGRICULTURE, FORESTRY & FISHING	3	3	5	22	38	31	36	22	17	16	15	3	18	629,378	2,983
02 Agricultural production-livestock	0	0	1	1	1	1	1	1	1	0	0	0	1	.	.
08 Forestry	0	0	0	16	25	21	28	12	10	11	11	0	11	495,555	3,698
09 Fishing, hunting & trapping	3	3	4	5	12	9	7	9	6	5	4	3	6	.	.
MINING	12	17	19	18	17	15	21	33	30	32	24	32	23	.	.
14 Nonmetallic minerals ex fuels	12	17	19	18	17	15	21	33	30	32	24	32	23	.	.
CONSTRUCTION	45	52	64	80	79	73	54	55	60	49	46	32	57	1,708,227	2,479
15 General building contractors	5	9	13	11	11	6	3	4	8	7	6	3	7	213,772	2,486
16 Heavy construction contractors, ex bldg.	30	27	37	43	41	39	31	34	33	26	27	16	32	1,077,879	2,807
17 Special trade contractors	10	16	14	26	27	28	20	17	19	16	13	13	10	416,576	1,902
MANUFACTURING	252	279	420	517	472	484	506	494	493	550	523	464	455	18,275,682	3,351
DURABLE GOODS	186	210	348	426	364	443	456	444	462	522	499	383	395	17,651,943	3,722
NONDURABLE GOODS	66	69	72	91	108	41	50	50	31	28	24	81	59	623,739	877
20 Food & kindred products	63	66	69	87	105	38	47	47	27	24	23	77	56	585,397	874
24 Lumber & wood products	184	204	342	417	355	436	444	432	454	506	488	376	387	17,448,289	3,762
27 Printing & publishing	3	3	3	4	3	3	3	3	4	4	4	4	3	.	.
32 Stone, clay & glass products	0	3	3	3	2	2	1	1	2	5	5	3	3	.	.
35 Industrial machinery & equipment	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
37 Transportation equipment	1	2	2	5	6	4	10	10	5	10	5	3	5	.	.
TRANS., COMM. & UTILITIES	148	124	158	162	223	148	196	274	192	217	248	143	186	4,650,562	2,083
42 Trucking & warehousing	16	18	20	20	22	20	32	31	30	29	30	27	25	806,062	2,732
44 Water transportation	32	1	33	30	80	1	30	110	39	60	86	4	42	1,040,142	2,056
45 Transportation by air	60	65	65	73	82	88	88	89	80	92	90	80	79	1,305,665	1,371
48 Communication	6	6	6	5	5	6	5	5	5	5	5	5	5	305,692	4,776
49 Electric, gas & sanitary services	34	34	34	34	34	33	41	39	38	31	37	27	35	.	.
TOTAL TRADE	334	347	345	360	384	405	391	411	358	348	340	330	363	6,072,927	1,395
WHOLESALE TRADE	23	20	20	16	17	16	17	20	16	15	14	17	18	640,540	3,036
50 Wholesale trade-durable goods	9	9	8	8	8	8	7	7	7	7	7	8	8	.	.
51 Wholesale trade-nondurable goods	14	11	12	8	9	8	10	13	9	8	7	9	10	.	.
RETAIL TRADE	311	327	325	344	367	389	374	391	342	333	326	313	345	5,432,387	1,312
52 Building materials & garden supplies	3	3	3	3	2	2	1	1	1	5	5	5	3	.	.
53 General merchandise stores	8	8	11	12	15	18	21	24	18	13	11	11	14	202,606	1,192
54 Food stores	128	128	133	130	133	137	136	134	130	133	126	126	131	2,176,155	1,383
55 Automotive dealers & service stations	18	19	8	20	20	21	22	22	22	20	20	17	19	315,254	1,377
56 Apparel & accessory stores	13	13	10	12	12	13	14	16	14	13	14	17	13	161,560	1,003
57 Furniture & homelurnishings stores	8	5	5	6	7	5	5	5	5	5	5	7	6	.	.
58 Eating & drinking places	106	127	129	132	149	158	139	150	122	117	117	97	129	1,952,596	1,265
59 Miscellaneous retail	27	24	26	29	29	35	36	39	30	27	28	33	30	496,205	1,367

PRINCE OF WALES-OUTER KETCHIKAN CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
FINANCE, INS. & REAL ESTATE	56	63	88	107	120	127	104	110	103	110	94	76	97	3,260,925	2,816
60 Depository institutions	18	18	19	19	19	19	18	18	18	17	18	18	18	500,249	2,284
65 Real estate	2	2	2	3	3	5	4	6	6	4	4	4	4	.	.
67 Holding & other invest. offices	36	43	67	85	98	103	82	86	79	89	72	54	75	2,713,437	3,035
SERVICES	146	139	156	165	213	326	352	362	299	248	171	190	231	4,893,131	1,768
70 Hotels & other lodging places	14	18	24	39	78	188	218	212	167	110	28	58	96	2,320,134	2,011
72 Personal services	3	3	3	3	3	3	5	4	4	5	4	4	4	.	.
73 Business services	2	2	2	2	2	2	2	2	3	1	1	1	2	.	.
79 Amusement & recreation services	9	10	9	10	19	26	25	26	15	14	17	14	16	182,319	940
80 Health services	47	46	46	49	49	48	45	45	48	50	48	49	48	1,385,566	2,431
83 Social services	21	15	20	17	19	14	13	17	17	16	18	18	17	171,686	837
86 Membership organizations	47	40	47	40	40	43	40	52	38	45	51	43	44	647,263	1,231
87 Engineering & management services	3	5	5	5	3	2	4	4	7	7	4	3	4	.	.
TOTAL GOVERNMENT	748	747	759	737	766	704	648	670	830	931	886	847	773	21,787,031	2,350
Federal Government	92	85	85	89	100	111	114	115	107	110	96	85	99	4,177,566	3,514
State Government	28	27	34	30	32	32	32	30	29	28	26	24	29	1,064,581	3,024
Local Government	628	635	640	618	634	561	502	525	694	793	764	738	644	16,544,884	2,140

SITKA BOROUGH

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	3,531	3,587	3,713	3,814	4,033	3,970	4,047	4,250	4,158	3,896	3,807	3,695	3,875	107,681,583	2,316
PRIVATE OWNERSHIP	2,504	2,541	2,622	2,717	2,941	3,050	3,147	3,201	3,055	2,782	2,694	2,596	2,821	70,647,857	2,087
TOTAL GOVERNMENT	1,027	1,046	1,091	1,097	1,092	920	900	1,049	1,103	1,114	1,113	1,099	1,054	37,033,726	2,927
AGRICULTURE, FORESTRY & FISHING	41	39	43	47	58	68	64	71	62	43	48	32	51	1,398,219	2,270
02 Agricultural production-livestock	1	1	1	1	1	1	1	1	1	1	0	0	1	.	.
07 Agricultural services	19	19	19	17	27	29	29	31	26	25	17	15	23	.	.
09 Fishing, hunting & trapping	21	19	23	29	30	38	34	39	35	17	31	17	28	1,091,959	3,279
MINING	0	2	1	2	2	1	2	2	2	2	2	2	2	.	.
14 Nonmetallic minerals ex fuels	0	2	1	2	2	1	2	2	2	2	2	2	2	.	.
CONSTRUCTION	189	197	199	183	231	242	210	228	201	243	208	206	211	8,034,249	3,167
15 General building contractors	100	113	110	92	119	118	99	107	97	115	111	115	108	4,619,465	3,564
16 Heavy construction contractors, ex bldg.	18	20	23	25	28	34	30	31	32	36	25	26	27	773,984	2,360
17 Special trade contractors	71	64	66	66	84	90	81	90	72	92	72	65	76	2,640,800	2,892
MANUFACTURING	163	151	179	228	230	258	332	336	287	233	217	168	232	6,326,791	2,274
DURABLE GOODS	37	39	44	45	48	46	39	42	44	45	46	48	44	.	.
NONDURABLE GOODS	126	112	135	183	182	212	293	294	242	188	171	120	188	4,919,848	2,178
20 Food & kindred products	113	99	123	171	170	199	280	281	231	176	159	108	176	4,622,100	2,191
23 Apparel & other textile products	2	2	1	1	1	1	1	1	1	1	1	1	1	.	.
24 Lumber & wood products	0	1	1	1	1	1	1	1	1	1	1	1	1	.	.
27 Printing & publishing	11	11	11	11	11	12	12	12	11	11	11	11	11	.	.
35 Industrial machinery & equipment	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
37 Transportation equipment	36	37	42	43	46	44	37	40	42	43	44	46	42	.	.

SITKA BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TRANS., COMM. & UTILITIES	256	252	262	270	339	374	373	390	357	277	255	246	304	8,878,806	2,432
41 Local & interurban passenger transit	39	34	31	35	65	72	71	80	64	35	34	36	50	639,675	1,073
42 Trucking & warehousing	22	19	19	20	20	21	25	24	24	19	19	18	21	.	.
44 Water transportation	77	82	95	96	131	160	161	171	156	97	77	71	115	4,511,661	3,284
45 Transportation by air	78	77	77	80	82	82	83	85	82	94	91	89	83	1,781,555	1,782
47 Transportation services	11	12	12	12	13	12	12	10	10	11	11	10	11	225,905	1,661
48 Communication	29	28	28	27	28	27	21	20	21	21	23	22	25	1,027,234	2,482
TOTAL TRADE	630	665	673	716	746	770	830	820	799	735	728	697	734	12,703,327	1,442
WHOLESALE TRADE	33	35	39	41	45	49	55	57	64	51	53	38	47	1,121,476	2,003
50 Wholesale trade-durable goods	5	5	8	8	9	11	12	13	16	7	6	7	9	.	.
51 Wholesale trade-nondurable goods	28	30	31	33	36	38	43	44	48	44	47	31	38	72,049	2,146
RETAIL TRADE	597	630	634	675	701	721	775	763	735	684	675	659	687	11,581,851	1,404
52 Building materials & garden supplies	38	38	42	45	44	48	44	45	42	42	45	45	43	1,146,543	2,213
53 General merchandise stores	9	10	11	15	15	15	18	17	17	24	24	25	17	231,901	1,160
54 Food stores	167	162	168	178	174	187	182	179	176	178	176	178	175	3,315,512	1,575
55 Automotive dealers & service stations	32	34	34	38	37	37	38	34	34	28	28	27	33	772,055	1,925
56 Apparel & accessory stores	44	43	43	49	54	51	55	53	49	50	44	42	48	702,140	1,217
57 Furniture & homefurnishings stores	19	20	20	16	19	18	17	16	18	16	15	16	18	238,400	1,135
58 Eating & drinking places	153	181	179	181	185	182	233	230	220	214	214	202	198	2,251,738	948
59 Miscellaneous retail	135	142	137	153	173	183	188	189	179	132	129	124	155	2,923,562	1,568
FINANCE, INS. & REAL ESTATE	84	81	82	78	81	82	81	81	79	80	82	84	81	2,352,489	2,413
60 Depository institutions	53	51	52	48	51	52	51	51	48	50	50	50	51	1,390,196	2,290
63 Insurance carriers	3	3	3	3	3	3	4	4	4	4	4	4	4	.	.
64 Insurance agents, brokers & service	11	11	11	11	11	11	11	11	11	11	12	13	11	287,041	2,126
65 Real estate	11	11	11	11	11	11	10	10	11	9	11	11	11	264,345	2,065
67 Holding & other invest. offices	6	5	5	5	5	5	5	5	5	6	5	6	5	.	.
SERVICES	1,141	1,154	1,183	1,193	1,254	1,255	1,255	1,273	1,268	1,169	1,154	1,161	1,205	30,916,336	2,138
70 Hotels & other lodging places	103	103	111	138	175	184	193	183	187	124	112	110	144	2,513,416	1,459
72 Personal services	26	22	24	19	22	26	22	24	24	21	20	22	23	281,223	1,034
73 Business services	35	33	32	31	32	27	24	27	36	33	37	38	32	622,308	1,616
75 Auto repair, services & parking	15	14	14	16	19	21	21	22	21	19	18	17	18	264,406	1,218
76 Miscellaneous repair services	8	8	5	7	7	9	8	7	7	9	6	9	8	149,051	1,656
78 Motion pictures	12	11	8	8	7	8	10	10	12	14	15	13	11	.	.
79 Amusement & recreation services	36	36	36	35	48	71	82	83	66	45	36	39	51	777,061	1,268
80 Health services	453	457	468	461	461	458	447	459	437	441	426	445	451	.	.
81 Legal services	5	5	6	6	6	6	6	6	5	6	6	5	6	124,808	1,835
82 Educational services	103	104	106	98	100	79	78	80	98	104	99	92	95	.	.
83 Social services	170	187	183	195	196	179	172	179	185	185	195	191	185	2,747,830	1,239
84 Museums, botanical, zoological gardens	3	3	3	3	3	5	5	5	5	4	3	3	4	.	.
86 Membership organizations	145	143	157	145	145	154	159	165	158	140	146	158	151	2,546,230	1,403
87 Engineering & management services	20	21	21	21	21	19	20	16	21	19	32	15	21	368,492	1,498
88 Private households	5	5	7	8	10	7	6	5	4	5	3	4	6	85,474	1,239
89 Miscellaneous services	2	2	2	2	2	2	2	2	2	0	0	0	2	.	.
TOTAL GOVERNMENT	1,027	1,046	1,091	1,097	1,092	920	900	1,049	1,103	1,114	1,113	1,099	1,054	37,033,726	2,927
Federal Government	203	191	196	203	215	227	233	227	216	189	187	182	206	9,917,065	4,017
State Government	290	312	332	340	320	278	282	290	346	363	362	363	323	10,103,023	2,605
Local Government	534	543	563	554	557	415	385	532	541	562	564	554	525	17,013,638	2,699

SKAGWAY-HOONAH-ANGOON CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	977	1,126	1,233	1,407	1,840	2,097	2,051	2,039	1,873	1,320	1,192	1,102	1,521	38,853,608	2,128
PRIVATE OWNERSHIP	476	598	691	864	1,250	1,542	1,593	1,575	1,340	851	711	632	1,010	25,168,373	2,076
TOTAL GOVERNMENT	501	528	542	543	590	555	458	464	533	469	481	470	511	13,685,235	2,231
AGRICULTURE, FORESTRY & FISHING	0	0	0	0	6	0	0	0	0	0	0	0	1	.	.
08 Forestry	0	0	0	0	6	0	0	0	0	0	0	0	1	.	.
CONSTRUCTION	40	48	62	68	63	67	55	51	47	41	44	43	52	2,117,875	3,367
15 General building contractors	13	22	30	42	48	53	41	39	33	28	31	29	34	1,211,195	2,961
16 Heavy construction contractors, ex bldg.	25	25	30	24	14	13	13	12	12	12	12	12	17	.	.
17 Special trade contractors	2	1	2	2	1	1	1	0	2	1	1	2	1	.	.
MANUFACTURING	34	172	219	250	247	305	249	238	201	199	174	113	200	7,248,266	3,019
DURABLE GOODS	27	112	164	189	180	192	163	166	148	154	148	97	145	6,380,316	3,667
NONDURABLE GOODS	7	60	55	61	67	113	86	72	53	45	26	16	55	867,950	1,313
20 Food & kindred products	7	60	55	61	67	113	86	72	53	45	26	16	55	867,950	1,313
24 Lumber & wood products	16	98	153	173	169	181	152	152	137	141	136	85	133	5,902,617	3,705
32 Stone, clay & glass products	11	14	11	16	11	11	11	14	11	13	12	12	12	.	.
TRANS., COMM. & UTILITIES	116	79	83	106	196	215	264	236	205	142	117	119	157	4,457,279	2,373
41 Local & interurban passenger transit	2	2	2	10	48	54	57	60	51	11	3	3	25	664,941	2,195
42 Trucking & warehousing	15	16	11	8	8	10	10	10	10	9	8	7	10	228,575	1,874
44 Water transportation	38	0	0	1	20	23	50	20	15	39	29	37	23	988,076	3,633
45 Transportation by air	30	30	38	49	79	82	93	94	81	54	43	45	60	1,329,837	1,852
47 Transportation services	0	0	0	1	5	14	19	18	14	1	1	1	6	48,031	649
48 Communication	4	3	3	4	4	5	4	3	3	3	3	3	4	67,955	1,618
49 Electric, gas & sanitary services	27	28	29	33	32	27	31	31	31	25	30	23	29	1,129,864	3,256
TOTAL TRADE	142	149	179	212	385	451	446	471	393	190	170	165	279	5,186,561	1,547
WHOLESALE TRADE	4	4	4	4	4	4	5	5	3	7	3	3	4	229,613	4,592
50 Wholesale trade-durable goods	4	4	4	4	4	4	3	3	3	3	3	3	4	.	.
51 Wholesale trade-nondurable goods	0	0	0	0	0	0	2	2	0	4	0	0	1	.	.
RETAIL TRADE	138	145	175	208	381	447	441	466	390	183	167	162	275	4,956,948	1,501
52 Building materials & garden supplies	12	11	17	20	24	26	27	26	22	17	15	17	20	381,382	1,630
53 General merchandise stores	36	35	43	34	32	34	33	38	34	35	36	39	36	679,913	1,585
54 Food stores	25	27	30	24	29	33	35	37	28	24	24	25	28	460,610	1,351
55 Automotive dealers & service stations	9	10	13	16	15	16	11	10	9	3	4	4	10	.	.
56 Apparel & accessory stores	0	0	0	0	9	10	11	9	9	0	0	0	4	.	.
58 Eating & drinking places	31	33	40	65	111	130	127	152	127	62	47	39	80	1,319,614	1,369
59 Miscellaneous retail	25	29	32	49	161	198	197	194	161	42	41	38	97	1,860,856	1,595
FINANCE, INS. & REAL ESTATE	32	40	34	33	33	33	44	40	32	31	29	29	34	1,135,010	2,768
60 Depository institutions	4	5	5	4	5	5	8	7	6	4	4	4	5	.	.
64 Insurance agents, brokers & service	2	2	2	2	2	2	0	0	0	0	0	0	1	.	.
65 Real estate	3	3	3	3	3	4	3	3	0	0	0	0	2	.	.
67 Holding & other invest. offices	23	30	24	24	23	22	33	30	26	27	25	25	26	.	.

SKAGWAY-HOONAH-ANGOON CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
SERVICES	112	110	114	195	320	471	535	539	462	248	177	163	287	5,017,738	1,456
70 Hotels & other lodging places	10	10	16	42	117	234	280	280	216	66	30	22	110	1,796,849	1,358
72 Personal services	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
73 Business services	1	0	0	0	0	0	3	3	3	0	0	0	1	.	.
75 Auto repair, services & parking	0	0	0	0	3	4	4	4	4	2	0	0	2	.	.
76 Miscellaneous repair services	3	1	1	4	5	3	1	1	1	1	3	3	2	.	.
79 Amusement & recreation services	21	20	20	68	110	142	157	161	147	92	56	53	87	1,623,022	1,550
80 Health services	16	16	16	16	17	17	18	18	17	17	19	16	17	568,827	2,802
83 Social services	0	0	0	0	6	7	7	6	6	3	1	1	3	.	.
86 Membership organizations	60	62	60	64	61	63	63	64	65	65	65	65	63	892,412	1,179
87 Engineering & management services	0	0	0	0	0	0	1	1	1	0	1	1	0	.	.
88 Private households	0	0	0	0	0	0	0	0	1	1	1	1	0	.	.
TOTAL GOVERNMENT	501	528	542	543	590	555	458	464	533	469	481	470	511	13,685,235	2,231
Federal Government	145	150	152	163	187	192	192	192	180	118	113	106	158	5,464,321	2,891
State Government	28	28	32	31	29	31	28	26	27	26	28	29	29	886,377	2,584
Local Government	328	350	358	349	374	332	238	246	326	325	340	335	325	7,334,537	1,880

SOUTHEAST FAIRBANKS CENSUS AREA

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,447	1,460	1,507	1,579	1,715	1,825	1,785	1,763	1,782	1,623	1,584	1,537	1,634	45,337,691	2,312
PRIVATE OWNERSHIP	755	745	763	839	936	1,110	1,140	1,134	1,064	912	882	825	925	18,445,239	1,661
TOTAL GOVERNMENT	692	715	744	740	779	715	645	629	718	711	702	712	709	26,892,452	3,163
AGRICULTURE, FORESTRY & FISHING	2	2	2	2	2	3	2	3	2	2	2	2	2	.	.
07 Agricultural services	2	2	2	2	2	3	2	3	2	2	2	2	2	.	.
MINING	0	0	0	0	0	3	2	2	3	1	1	0	1	10,810	901
10 Metal mining	0	0	0	0	0	1	1	1	1	1	1	0	1	.	.
13 Oil & gas extraction	0	0	0	0	0	2	1	1	2	0	0	0	1	.	.
CONSTRUCTION	12	16	29	21	34	45	49	46	52	51	51	34	37	981,058	2,230
15 General building contractors	9	13	23	11	21	30	32	28	27	29	26	15	22	395,305	1,497
16 Heavy construction contractors, ex bldg.	0	0	3	4	3	3	8	4	8	13	20	15	7	352,438	4,351
17 Special trade contractors	3	3	3	6	10	12	9	14	17	9	5	4	8	233,315	2,456
MANUFACTURING	17	18	18	22	18	19	29	28	27	25	26	20	22	259,216	971
DURABLE GOODS	2	4	8	10	10	11	11	11	12	11	12	7	9	168,306	1,544
NONDURABLE GOODS	15	14	10	12	8	8	18	17	15	14	14	13	13	.	.

SOUTHEAST FAIRBANKS CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
20 Food & kindred products	10	10	5	7	3	3	13	13	11	9	9	9	9	.	.
24 Lumber & wood products	2	4	8	10	10	11	11	11	12	11	12	7	9	168,306	1,544
27 Printing & publishing	5	4	5	5	5	5	5	4	4	5	5	4	5	.	.
TRANS., COMM. & UTILITIES	150	155	157	162	159	160	167	176	194	174	188	170	168	6,675,588	3,318
41 Local & interurban passenger transit	41	41	43	40	40	24	16	25	43	43	44	44	37	.	.
42 Trucking & warehousing	9	10	10	12	13	13	16	18	18	17	20	18	15	369,141	2,122
45 Transportation by air	24	26	26	34	30	43	40	37	35	27	27	25	31	712,612	1,905
46 Pipelines, except natural gas	31	37	31	31	31	31	31	30	30	30	30	30	31	.	.
47 Transportation services	6	5	7	4	4	5	5	5	6	5	6	6	5	87,654	1,370
48 Communication	5	5	5	5	6	6	6	6	6	6	5	5	6	.	.
49 Electric, gas & sanitary services	34	31	35	36	35	38	53	55	56	46	56	42	43	.	.
TOTAL TRADE	304	279	283	334	402	534	537	542	457	336	324	309	387	4,946,283	1,066
WHOLESALE TRADE	14	13	14	13	13	13	12	12	12	14	13	14	13	407,712	2,597
50 Wholesale trade-durable goods	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
51 Wholesale trade-nondurable goods	14	13	14	13	13	13	12	12	12	14	13	14	13	.	.
RETAIL TRADE	290	266	269	321	389	521	525	530	445	322	311	295	374	4,538,571	1,012
52 Building materials & garden supplies	6	4	3	4	7	8	10	11	7	8	7	9	7	104,947	1,249
53 General merchandise stores	24	17	22	26	31	43	39	39	32	16	14	13	26	245,337	776
54 Food stores	103	102	103	110	116	143	140	130	117	115	115	102	116	1,831,254	1,312
55 Automotive dealers & service stations	47	36	30	51	63	66	70	71	56	42	46	44	52	604,425	972
56 Apparel & accessory stores	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
58 Eating & drinking places	76	78	83	100	138	158	163	161	129	111	99	98	116	1,265,434	908
59 Miscellaneous retail	34	29	28	30	34	103	103	118	104	30	30	29	56	487,174	725
FINANCE, INS. & REAL ESTATE	15	15	17	18	16	17	20	17	17	17	17	18	17	329,675	1,616
60 Depository institutions	9	9	9	10	10	10	10	10	10	10	10	10	10	.	.
65 Real estate	3	4	4	5	3	4	6	4	4	4	3	3	4	.	.
67 Holding & other invest. offices	3	2	4	3	3	3	4	3	3	3	4	5	3	83,310	2,083
SERVICES	255	260	257	280	305	329	334	320	312	306	273	272	292	5,219,774	1,490
70 Hotels & other lodging places	22	23	20	28	40	62	82	74	57	35	31	30	42	432,932	859
72 Personal services	10	10	11	9	10	9	7	7	7	8	6	6	8	118,116	1,181
73 Business services	17	17	16	16	16	16	16	15	15	14	14	14	16	.	.
75 Auto repair, services & parking	13	12	12	14	13	14	14	12	11	12	12	12	13	.	.
76 Miscellaneous repair services	0	0	0	7	7	7	8	8	7	9	8	7	6	.	.
78 Motion pictures	6	6	6	10	8	7	6	7	7	3	7	6	7	60,406	719
79 Amusement & recreation services	2	2	2	2	3	2	2	2	4	11	2	2	3	18,431	512
80 Health services	3	43	43	43	43	43	41	42	42	40	39	40	42	921,156	1,835
82 Educational services	1	3	1	1	1	2	3	2	1	2	2	1	2	.	.
83 Social services	43	44	44	44	42	27	26	27	39	46	46	46	40	669,175	1,412
86 Membership organizations	71	72	76	78	91	106	92	87	85	88	72	79	83	1,050,370	1,054
87 Engineering & management services	23	24	24	26	27	31	34	33	33	33	34	29	29	554,684	1,580
89 Miscellaneous services	4	4	2	2	4	3	3	4	4	0	0	0	3	.	.
TOTAL GOVERNMENT	692	715	744	740	779	715	645	629	718	711	702	712	709	26,892,452	3,163
Federal Government	326	330	331	332	338	341	339	342	335	308	312	308	329	13,790,672	3,438
State Government	95	91	96	120	145	177	203	167	130	127	103	107	130	5,364,855	3,437
Local Government	271	294	317	288	296	197	103	120	253	276	287	297	250	7,736,925	2,580

VALDEZ-CORDOVA CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	3,926	4,434	4,612	4,478	4,966	5,768	5,676	5,769	5,302	4,212	3,950	4,059	4,763	177,367,744	3,103
PRIVATE OWNERSHIP	2,792	3,286	3,445	3,292	3,719	4,522	4,593	4,618	4,079	3,044	2,793	2,905	3,591	135,998,154	3,156
TOTAL GOVERNMENT	1,134	1,148	1,167	1,186	1,247	1,246	1,083	1,151	1,223	1,168	1,157	1,154	1,172	41,369,590	2,942
AGRICULTURE, FORESTRY & FISHING	60	75	90	101	111	119	124	131	109	97	74	64	96	2,933,207	2,540
07 Agricultural services	3	3	5	4	6	6	7	6	4	4	3	3	5	66,202	1,226
08 Forestry	1	1	1	1	1	0	0	0	0	1	1	1	1	.	.
09 Fishing, hunting & trapping	56	71	84	96	104	113	117	125	105	92	70	60	91	2,842,050	2,600
MINING	5	5	27	47	75	87	16	10	22	13	11	9	27	1,694,070	5,181
13 Oil & gas extraction	5	5	27	47	75	87	16	10	22	13	11	8	27	1,690,032	5,184
14 Nonmetallic minerals ex fuels	0	0	0	0	0	0	0	0	0	0	0	1	0	.	.
CONSTRUCTION	290	472	580	479	194	238	309	350	246	232	208	214	318	23,004,884	6,035
15 General building contractors	22	17	21	32	44	43	60	61	45	61	47	40	41	1,290,886	2,618
16 Heavy construction contractors, ex bldg.	237	426	540	429	125	170	209	248	159	141	136	146	247	20,779,228	7,006
17 Special trade contractors	31	29	19	18	25	25	40	41	42	30	25	28	29	934,770	2,648
MANUFACTURING	125	328	356	207	616	1,013	1,046	1,099	887	170	118	248	518	14,125,768	2,274
DURABLE GOODS	12	15	44	39	51	60	50	47	42	25	21	15	35	1,692,801	4,021
NONDURABLE GOODS	113	313	312	168	565	953	996	1,052	845	145	97	233	483	12,432,967	2,147
20 Food & kindred products	80	278	277	129	525	910	954	1,008	806	126	78	215	449	10,822,535	2,009
23 Apparel & other textile products	1	1	0	1	1	1	0	1	0	1	1	0	1	.	.
24 Lumber & wood products	0	3	33	24	26	24	24	18	16	0	0	0	14	.	.
27 Printing & publishing	11	11	12	13	14	15	15	15	15	17	18	18	15	324,714	1,866
29 Petroleum & coal products	21	23	23	25	25	27	27	28	24	1	0	0	19	.	.
32 Stone, clay & glass products	10	10	9	14	24	36	26	28	26	25	21	15	20	.	.
37 Transportation equipment	2	2	2	1	1	0	0	1	0	0	0	0	1	.	.
TRANS., COMM. & UTILITIES	883	949	886	899	936	971	968	941	932	909	846	854	915	58,271,170	5,310
41 Local & interurban passenger transit	29	29	27	26	25	50	29	36	42	34	32	32	33	493,905	1,263
42 Trucking & warehousing	51	51	50	52	52	58	65	60	58	54	53	56	55	1,661,518	2,517
44 Water transportation	270	280	261	279	291	300	319	288	284	263	239	251	277	14,669,437	4,412
45 Transportation by air	41	43	51	54	63	63	63	63	56	48	38	35	52	1,375,038	2,225
46 Pipelines, except natural gas	319	379	317	314	317	318	315	312	308	307	307	305	318	.	.
47 Transportation services	23	21	25	20	19	21	21	20	19	19	20	20	21	683,107	2,754
48 Communication	69	66	68	72	81	81	81	81	79	81	79	74	76	3,871,190	4,245
49 Electric, gas & sanitary services	81	80	87	82	88	80	75	81	86	103	78	81	84	4,010,702	4,003
TOTAL TRADE	481	484	505	548	658	769	800	782	688	576	557	537	615	12,058,313	1,633
WHOLESALE TRADE	75	71	75	79	92	117	152	156	124	90	91	82	100	3,575,607	2,970
50 Wholesale trade-durable goods	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
51 Wholesale trade-nondurable goods	74	70	74	78	91	116	151	155	123	89	90	81	99	3,560,007	2,987
RETAIL TRADE	406	413	430	469	566	652	648	626	564	486	466	455	515	8,482,706	1,372
52 Building materials & garden supplies	22	22	24	24	26	27	25	28	24	25	25	25	25	421,920	1,421
53 General merchandise stores	32	38	41	42	51	53	53	49	44	40	41	42	44	801,239	1,523
54 Food stores	110	105	109	106	117	132	130	138	145	129	129	131	123	2,230,667	1,506
55 Automotive dealers & service stations	51	58	59	58	66	74	68	69	68	60	57	53	62	1,273,371	1,718

VALDEZ-CORDOVA CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
56 Apparel & accessory stores	5	3	4	3	5	5	4	4	5	3	3	2	4	32,562	708
57 Furniture & homefurnishings stores	0	0	0	0	0	1	1	1	0	0	0	0	0	.	.
58 Eating & drinking places	101	105	112	144	195	245	248	226	171	143	125	115	161	1,885,168	977
59 Miscellaneous retail	85	82	81	92	106	115	119	111	107	86	86	87	96	1,834,631	1,586
FINANCE, INS. & REAL ESTATE	94	111	117	132	133	159	166	157	147	152	154	156	140	4,431,440	2,641
60 Depository institutions	36	36	37	35	36	39	39	3	36	36	36	36	36	1,088,128	2,490
64 Insurance agents, brokers & service	1	2	3	3	3	3	2	2	2	1	1	1	2	.	.
65 Real estate	27	42	45	57	62	75	81	78	73	74	81	81	65	1,853,968	2,389
67 Holding & other invest. offices	30	31	32	37	32	42	44	42	36	41	36	38	37	1,426,001	3,234
SERVICES	853	861	883	878	995	1,164	1,164	1,148	1,048	895	825	823	961	19,473,861	1,688
70 Hotels & other lodging places	191	193	203	212	274	342	371	370	317	209	186	182	254	4,046,121	1,327
72 Personal services	8	12	8	9	6	7	13	14	12	11	11	11	10	79,884	660
73 Business services	117	113	108	111	118	131	137	133	122	104	100	101	116	4,439,442	3,182
75 Auto repair, services & parking	7	7	6	10	10	12	9	11	5	6	3	2	7	95,816	1,089
76 Miscellaneous repair services	13	13	20	18	16	19	17	18	13	16	11	9	15	406,614	2,222
78 Motion pictures	4	3	3	3	4	3	4	4	4	4	4	4	4	.	.
79 Amusement & recreation services	19	15	22	16	26	61	64	62	39	10	7	12	29	386,129	1,094
80 Health services	71	72	74	79	88	95	97	98	97	88	86	84	86	2,042,652	1,985
81 Legal services	2	2	2	2	2	2	2	2	2	2	2	2	2	.	.
82 Educational services	1	3	3	2	3	5	4	4	3	1	1	1	3	.	.
83 Social services	115	118	120	118	113	116	97	101	109	109	107	108	111	1,835,454	1,379
84 Museums, botanical, zoological gardens	6	9	9	9	10	10	12	11	9	9	9	9	9	.	.
86 Membership organizations	252	253	252	240	262	300	275	257	264	278	248	258	262	4,181,866	1,332
87 Engineering & management services	39	40	45	41	54	52	53	54	43	39	39	33	44	1,410,647	2,652
88 Private households	2	2	2	1	2	3	4	3	3	2	2	2	2	38,661	1,381
89 Miscellaneous services	6	6	6	7	7	6	5	6	6	7	10	5	6	.	.
NONCLASSIFIABLE ESTABLISHMENTS	1	1	1	1	1	2	0	0	0	0	0	0	1	5,441	777
TOTAL GOVERNMENT	1,134	1,148	1,167	1,186	1,247	1,246	1,083	1,151	1,223	1,168	1,157	1,154	1,172	41,369,590	2,942
Federal Government	118	119	116	121	143	161	165	163	157	109	101	103	131	5,124,982	3,252
State Government	293	299	309	313	342	332	353	339	346	307	306	304	320	12,712,313	3,308
Local Government	723	730	742	752	762	753	565	649	720	752	750	747	720	23,532,295	2,722

WADE HAMPTON CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,023	1,945	1,863	1,987	2,170	1,868	1,610	1,915	2,059	2,018	1,947	1,981	1,941	34,879,176	1,498
PRIVATE OWNERSHIP	757	767	717	721	743	813	788	803	713	759	772	800	763	11,383,311	1,244
TOTAL GOVERNMENT	1,166	1,178	1,146	1,266	1,427	1,055	822	1,112	1,346	1,259	1,175	1,181	1,178	23,495,865	1,662
CONSTRUCTION	0	0	0	0	0	0	0	16	13	17	0	0	4	.	.
16 Heavy construction contractors, ex bldg.	0	0	0	0	0	0	0	16	13	17	0	0	4	.	.
MANUFACTURING	1	1	26	9	28	85	52	34	15	11	1	5	22	420,482	1,569
NONDURABLE GOODS	1	1	26	9	28	85	52	34	15	11	1	5	22	420,482	1,569
20 Food & kindred products	1	1	26	9	28	85	52	34	15	11	1	5	22	420,482	1,569
TRANS., COMM. & UTILITIES	148	143	124	124	119	123	127	127	124	136	144	147	132	4,064,753	2,563
45 Transportation by air	148	143	124	124	119	123	124	122	121	134	135	142	130	4,049,873	2,598
49 Electric, gas & sanitary services	0	0	0	0	0	0	3	5	3	2	9	5	2	.	.
TOTAL TRADE	283	263	226	259	249	278	260	246	251	240	250	258	255	2,805,032	916
WHOLESALE TRADE	0	0	0	0	0	0	8	2	2	0	0	0	1	.	.
51 Wholesale trade-nondurable goods	0	0	0	0	0	0	8	2	2	0	0	0	1	.	.
RETAIL TRADE	283	263	226	259	249	278	252	244	249	240	250	258	254	2,750,007	901
53 General merchandise stores	217	200	162	202	188	200	179	175	177	181	189	195	189	1,905,214	841
54 Food stores	58	52	53	49	53	70	66	58	64	52	53	55	57	683,739	1,001
55 Automotive dealers & service stations	4	6	6	4	4	4	3	4	4	3	4	4	4	.	.
59 Miscellaneous retail	4	5	5	4	4	4	4	7	4	4	4	4	4	.	.
FINANCE, INS. & REAL ESTATE	42	59	50	56	71	69	70	67	52	52	48	63	58	699,069	1,000
67 Holding & other invest. offices	42	59	50	56	71	69	70	67	52	52	48	63	58	699,069	1,000
SERVICES	283	301	291	273	276	258	279	313	258	303	329	327	291	3,261,438	934
70 Hotels & other lodging places	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
79 Amusement & recreation services	31	33	30	30	31	31	31	31	33	35	32	35	32	69,087	180
80 Health services	0	0	0	2	0	0	2	2	1	2	2	2	1	.	.
83 Social services	96	90	95	95	86	53	26	67	72	91	103	100	81	1,488,860	1,529
86 Membership organizations	155	177	165	145	158	173	219	212	151	174	191	189	176	1,641,366	778
87 Engineering & management services	1	1	1	1	1	1	1	1	1	1	1	1	1	.	.
TOTAL GOVERNMENT	1,166	1,178	1,146	1,266	1,427	1,055	822	1,112	1,346	1,259	1,175	1,181	1,178	23,495,865	1,662
Federal Government	34	32	31	36	34	35	36	40	41	34	28	30	34	783,717	1,907
State Government	29	29	22	39	36	64	40	28	34	33	22	28	34	845,003	2,092
Local Government	1,103	1,117	1,093	1,191	1,357	956	746	1,044	1,271	1,192	1,125	1,123	1,110	21,867,145	1,642

WRANGELL-PETERSBURG CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV 120 EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,996	2,115	2,382	2,463	2,548	2,641	2,928	3,142	3,054	2,579	2,361	2,316	2,544	70,592,857	2,313
PRIVATE OWNERSHIP	1,156	1,253	1,527	1,587	1,655	1,775	2,146	2,343	2,142	1,646	1,473	1,438	1,678	40,701,314	2,021
TOTAL GOVERNMENT	840	862	855	876	893	866	782	799	912	933	888	878	865	29,891,543	2,879
AGRICULTURE, FORESTRY & FISHING	11	15	23	22	16	33	47	64	48	46	26	24	31	975,540	2,601
08 Forestry	0	0	0	0	0	10	11	20	20	19	19	16	10	.	.
09 Fishing, hunting & trapping	11	15	23	22	16	23	36	44	28	27	7	8	22	784,301	3,017
MINING	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
13 Oil & gas extraction	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
CONSTRUCTION	63	80	116	129	113	117	115	116	118	107	98	84	105	3,491,276	2,780
15 General building contractors	28	32	34	47	38	49	43	39	38	43	39	36	39	1,084,359	2,327
16 Heavy construction contractors, ex bldg.	26	39	71	68	61	58	53	51	54	51	42	31	50	2,093,899	3,461
17 Special trade contractors	9	9	11	14	14	10	19	26	26	13	17	17	15	313,018	1,692
MANUFACTURING	145	255	435	506	531	571	872	1,032	907	481	391	314	537	16,666,595	2,586
DURABLE GOODS	40	72	97	203	226	233	236	230	219	169	150	129	167	6,639,998	3,313
NONDURABLE GOODS	105	183	338	303	305	338	636	802	688	312	241	185	370	10,026,597	2,260
20 Food & kindred products	72	149	308	277	278	309	610	777	661	285	213	159	342	9,286,625	2,266
24 Lumber & wood products	25	55	82	186	209	213	219	214	203	153	137	115	151	6,236,707	3,444
26 Paper & allied products	16	16	15	10	10	10	10	10	10	10	10	10	11	.	.
27 Printing & publishing	17	18	15	16	17	19	16	15	17	17	18	16	17	.	.
35 Industrial machinery & equipment	2	2	2	1	2	5	4	4	3	3	3	3	3	.	.
37 Transportation equipment	13	15	13	16	15	15	13	12	13	13	10	11	13	.	.
TRANS., COMM. & UTILITIES	151	144	157	146	152	150	159	157	154	149	136	146	150	4,940,026	2,743
41 Local & interurban passenger transit	8	10	8	12	10	6	4	7	10	8	7	8	8	104,318	1,064
42 Trucking & warehousing	7	8	8	11	12	15	15	19	16	16	16	19	14	420,535	2,596
44 Water transportation	55	54	62	48	42	43	51	50	46	44	39	34	47	.	.
45 Transportation by air	27	26	25	26	31	32	37	37	35	35	33	33	31	881,979	2,339
47 Transportation services	26	16	25	21	29	27	34	24	26	27	21	32	26	221,277	718
48 Communication	25	27	26	25	25	24	15	17	18	16	15	15	21	911,967	3,677
49 Electric, gas & sanitary services	3	3	3	3	3	3	3	3	3	3	5	5	3	.	.
TOTAL TRADE	409	385	410	408	439	445	466	465	441	444	433	463	434	7,970,719	1,530
WHOLESALE TRADE	13	15	16	10	12	17	36	37	24	18	14	16	19	627,798	2,754
50 Wholesale trade-durable goods	4	4	4	2	2	5	3	5	5	3	2	4	4	.	.
51 Wholesale trade-nondurable goods	9	11	12	8	10	12	33	32	19	15	12	12	15	508,727	2,750
RETAIL TRADE	396	370	394	398	427	428	430	428	417	426	419	447	415	7,342,921	1,474
52 Building materials & garden supplies	33	28	29	26	30	29	31	28	28	36	34	33	30	535,812	1,408
53 General merchandise stores	54	50	49	50	51	48	51	53	51	52	50	50	51	.	.
54 Food stores	131	126	131	134	141	144	144	133	142	137	134	137	136	2,646,473	1,620
55 Automotive dealers & service stations	28	29	31	29	30	32	31	32	34	33	33	35	31	610,931	1,621
56 Apparel & accessory stores	14	15	14	16	15	15	16	18	16	16	15	16	16	183,493	987
57 Furniture & homel furnishings stores	3	3	3	4	5	4	4	6	6	5	5	5	4	.	.
58 Eating & drinking places	85	75	92	93	107	112	110	114	100	107	103	126	102	1,086,270	887
59 Miscellaneous retail	48	44	45	46	48	44	43	44	40	40	45	45	44	982,088	1,846

WRANGELL-PETERSBURG CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
FINANCE, INS. & REAL ESTATE	93	89	89	84	93	136	159	172	158	141	115	102	119	2,740,097	1,915
60 Depository institutions	32	32	32	33	33	34	36	36	35	35	33	35	34	880,095	2,168
64 Insurance agents, brokers & service	6	5	5	4	4	5	5	6	5	4	5	4	5	.	.
65 Real estate	8	7	9	7	4	4	4	4	4	6	6	6	6	89,978	1,304
67 Holding & other invest. offices	47	45	43	40	52	93	114	126	114	96	71	57	75	.	.
SERVICES	284	285	297	292	311	323	328	337	316	278	274	305	303	3,917,061	1,079
70 Hotels & other lodging places	36	32	36	35	46	71	69	66	59	36	31	30	46	539,874	987
72 Personal services	0	0	1	3	3	3	3	2	1	1	2	1	2	.	.
73 Business services	3	4	5	4	5	6	5	7	7	6	5	5	5	43,018	694
78 Motion pictures	25	27	26	21	21	19	19	20	20	18	17	20	21	.	.
79 Amusement & recreation services	6	7	5	5	6	7	14	13	7	6	7	7	8	116,754	1,297
80 Health services	39	36	38	39	40	36	34	38	36	37	37	41	38	841,691	1,866
81 Legal services	2	2	2	2	2	3	1	1	1	2	1	2	2	.	.
83 Social services	47	46	48	48	54	41	49	46	51	46	43	57	48	614,896	1,068
84 Museums, botanical, zoological gardens	1	1	1	1	1	2	3	3	3	2	1	1	2	.	.
86 Membership organizations	104	109	112	112	113	113	110	117	111	104	106	117	111	1,201,067	904
87 Engineering & management services	14	13	13	13	11	11	11	13	9	9	12	12	12	154,144	1,093
88 Private households	1	2	2	2	2	2	2	2	3	2	2	2	2	.	.
89 Miscellaneous services	6	6	8	7	7	9	8	9	8	9	10	10	8	222,423	2,293
TOTAL GOVERNMENT	840	862	855	876	893	866	782	799	912	933	888	878	865	29,891,543	2,879
Federal Government	162	156	159	177	192	227	231	230	217	203	181	168	192	8,724,135	3,788
State Government	65	67	68	74	80	75	82	84	88	86	79	73	77	2,605,532	2,829
Local Government	613	639	628	625	621	564	469	485	607	644	628	637	597	18,561,876	2,592

YAKUTAT BOROUGH

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	268	345	403	406	439	481	495	499	511	464	384	371	422	12,342,015	2,436
PRIVATE OWNERSHIP	165	249	306	313	327	387	418	416	414	370	272	265	325	8,996,756	2,306
TOTAL GOVERNMENT	103	96	97	93	112	94	77	83	97	94	112	106	97	3,345,259	2,874
CONSTRUCTION	7	6	8	9	10	13	15	22	23	22	9	9	13	579,288	3,786
15 General building contractors	2	4	7	4	6	6	6	8	5	4	4	4	5	.	.
17 Special trade contractors	5	2	1	5	4	7	9	14	18	18	5	5	8	.	.
MANUFACTURING	36	100	139	120	128	161	172	166	176	153	93	82	127	4,694,572	3,076
DURABLE GOODS	19	83	91	66	45	47	43	44	46	65	76	69	58	2,934,156	4,228
NONDURABLE GOODS	17	17	48	54	83	114	129	122	130	88	17	13	69	1,760,416	2,116
20 Food & kindred products	17	17	48	54	83	114	129	122	130	88	17	13	69	1,760,416	2,116
24 Lumber & wood products	19	83	91	66	45	47	43	44	46	65	76	69	58	2,934,156	4,228
TRANS., COMM. & UTILITIES	33	33	33	31	30	32	37	37	37	36	32	32	34	1,121,492	2,783
41 Local & interurban passenger transit	4	4	4	4	4	4	7	7	7	6	4	4	5	.	.
45 Transportation by air	17	17	17	17	16	18	19	21	21	22	20	20	19	.	.
48 Communication	1	1	1	1	1	1	1	1	1	0	1	1	1	.	.
49 Electric, gas & sanitary services	11	11	11	9	9	9	10	8	8	8	7	7	9	.	.
TOTAL TRADE	36	45	42	47	51	59	61	56	51	51	41	42	49	796,291	1,368
WHOLESALE TRADE	5	6	6	5	7	12	12	11	7	3	3	3	7	.	.
51 Wholesale trade-nondurable goods	5	6	6	5	7	12	12	11	7	3	3	3	7	.	.
RETAIL TRADE	31	39	36	42	44	47	49	45	44	48	38	39	42	627,001	1,249
52 Building materials & garden supplies	0	1	1	1	1	1	0	0	0	0	0	0	0	.	.
53 General merchandise stores	10	16	14	13	14	13	15	13	14	14	15	13	14	.	.
54 Food stores	2	2	3	4	4	6	6	7	5	1	1	1	4	.	.
55 Automotive dealers & service stations	8	8	8	8	7	7	8	7	8	7	5	6	7	.	.
58 Eating & drinking places	11	12	10	16	18	20	20	18	17	26	17	19	17	.	.
FINANCE, INS. & REAL ESTATE	6	6	10	9	9	8	8	9	6	6	6	30	9	.	.
67 Holding & other invest. offices	6	6	10	9	9	8	8	9	6	6	6	30	9	.	.
SERVICES	47	59	74	97	99	114	125	126	121	102	91	70	94	1,592,165	1,415
70 Hotels & other lodging places	18	21	32	56	59	75	80	81	81	69	56	33	55	980,347	1,423
75 Auto repair, services & parking	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
79 Amusement & recreation services	3	3	4	5	5	3	3	4	4	4	3	3	4	59,409	1,350
80 Health services	0	0	0	0	0	0	9	9	9	7	7	7	4	.	.
83 Social services	23	32	35	33	32	33	30	29	24	19	22	24	28	.	.
86 Membership organizations	3	3	3	3	3	3	3	3	3	3	3	3	3	.	.
TOTAL GOVERNMENT	103	96	97	93	112	94	77	83	97	94	112	106	97	3,345,259	2,874
Federal Government	20	18	18	19	20	21	21	21	20	18	18	19	19	883,409	3,791
State Government	10	12	12	8	17	19	23	20	15	11	11	11	14	500,793	2,963
Local Government	73	66	67	66	75	54	33	42	62	65	83	76	64	1,961,057	2,574

YUKON-KOYUKUK CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	1,953	1,971	1,974	2,067	2,159	2,034	1,845	1,988	2,108	2,021	1,972	1,923	2,001	54,484,780	2,269
PRIVATE OWNERSHIP	826	812	827	900	927	934	946	938	887	813	781	742	861	24,495,665	2,371
TOTAL GOVERNMENT	1,127	1,159	1,147	1,167	1,232	1,100	899	1,050	1,221	1,208	1,191	1,181	1,140	29,989,115	2,192
AGRICULTURE, FORESTRY & FISHING	0	0	1	1	3	3	7	6	3	4	4	4	3	*	*
02 Agricultural production-livestock	0	0	0	0	0	0	2	3	2	3	3	3	1	*	*
07 Agricultural services	0	0	1	1	3	3	5	3	1	1	1	1	2	*	*
MINING	94	91	92	92	90	88	89	86	84	84	77	78	87	4,825,901	4,618
10 Metal mining	94	91	92	88	90	86	89	86	84	77	74	74	85	4,760,422	4,644
14 Nonmetallic minerals ex fuels	0	0	0	4	0	2	0	0	0	7	3	4	2	*	*
CONSTRUCTION	61	44	77	37	51	44	67	73	44	22	41	11	48	2,188,790	3,827
15 General building contractors	0	5	1	1	3	3	4	10	10	4	0	0	3	*	*
16 Heavy construction contractors, ex bldg.	7	7	24	28	38	26	35	43	21	8	28	4	22	*	*
17 Special trade contractors	54	32	52	8	10	15	28	20	13	10	13	7	22	526,256	2,009
MANUFACTURING	3	6	9	11	13	25	35	30	15	12	10	12	15	284,004	1,569
DURABLE GOODS	0	1	6	10	11	12	16	13	11	9	8	10	9	*	*
NONDURABLE GOODS	3	5	3	1	2	13	19	17	4	3	2	2	6	*	*
20 Food & kindred products	3	5	3	1	2	13	19	17	4	3	2	2	6	*	*
24 Lumber & wood products	0	1	6	10	11	12	16	13	11	9	8	10	9	*	*
TRANS., COMM. & UTILITIES	118	116	113	123	121	121	116	121	117	108	105	103	115	4,613,623	3,338
41 Local & interurban passenger transit	3	3	2	2	2	0	0	2	2	2	2	2	2	*	*
44 Water transportation	0	0	0	1	3	3	7	5	5	3	2	2	3	*	*
45 Transportation by air	30	31	29	34	32	37	38	45	45	37	36	35	36	517,929	1,207
46 Pipelines, except natural gas	26	30	25	25	25	25	25	25	24	24	24	24	25	*	*
48 Communication	20	18	22	24	25	22	15	15	14	15	15	15	18	425,670	1,935
49 Electric, gas & sanitary services	39	34	35	37	34	34	31	29	27	27	26	25	32	902,075	2,386
TOTAL TRADE	159	166	168	204	260	258	250	245	242	224	185	180	212	4,921,222	1,937
WHOLESALE TRADE	14	14	16	17	17	20	18	19	19	22	19	15	18	*	*
51 Wholesale trade-nondurable goods	14	14	16	17	17	20	18	19	19	22	19	15	18	*	*
RETAIL TRADE	145	152	152	187	243	238	232	226	223	202	166	165	194	4,507,331	1,934
52 Building materials & garden supplies	0	0	0	1	3	2	1	0	0	0	0	0	1	*	*
53 General merchandise stores	57	58	56	58	63	67	56	61	68	83	69	61	63	733,222	969
54 Food stores	30	28	20	30	31	31	30	31	31	30	31	31	30	286,950	811
55 Automotive dealers & service stations	9	10	12	6	8	9	10	9	9	9	8	8	9	*	*
57 Furniture & home furnishings stores	0	2	1	2	3	3	2	0	0	1	0	5	2	*	*
58 Eating & drinking places	13	16	16	12	13	10	15	14	9	10	10	9	12	136,818	931
59 Miscellaneous retail	36	38	47	78	122	116	118	111	106	69	48	51	78	3,236,313	3,443
FINANCE, INS. & REAL ESTATE	39	32	32	37	42	49	44	49	43	44	43	47	42	871,339	1,739
65 Real estate	5	3	3	4	3	5	3	5	3	7	7	5	4	*	*
67 Holding & other invest. offices	34	29	29	33	39	44	41	44	40	37	36	42	37	783,303	1,748
SERVICES	352	357	335	395	347	346	338	328	339	315	316	307	340	6,753,470	1,657
70 Hotels & other lodging places	17	25	19	23	28	32	25	27	25	20	15	15	23	201,615	744

YUKON-KOYUKUK CENSUS AREA

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
72 Personal services	2	7	2	1	7	4	3	3	1	1	1	1	3	.	.
73 Business services	17	17	18	17	16	15	17	20	18	16	17	17	17	.	.
76 Miscellaneous repair services	1	1	0	0	0	0	0	0	0	0	0	0	0	.	.
79 Amusement & recreation services	15	5	10	108	16	5	5	3	4	8	7	7	16	137,320	712
80 Health services	1	1	1	0	0	0	0	0	0	0	0	0	0	.	.
83 Social services	20	21	20	18	18	21	20	18	18	18	17	18	19	239,842	1,057
86 Membership organizations	223	225	218	212	249	257	255	244	261	244	249	239	240	4,254,814	1,479
87 Engineering & management services	48	48	39	4	4	3	6	5	6	5	4	4	15	.	.
88 Private households	1	1	1	1	0	0	0	0	0	0	0	0	0	.	.
89 Miscellaneous services	7	6	7	11	9	9	7	8	6	3	6	6	7	263,478	3,100
TOTAL GOVERNMENT	1,127	1,159	1,147	1,167	1,232	1,100	899	1,050	1,221	1,208	1,191	1,181	1,140	29,989,115	2,192
Federal Government	101	104	102	98	108	103	100	109	103	87	86	78	98	2,980,058	2,528
State Government	98	99	102	126	146	135	155	122	116	116	108	122	120	5,150,004	3,564
Local Government	928	956	943	943	978	862	644	819	1,002	1,005	997	981	922	21,859,053	1,977

UNDETERMINED LOCATIONS

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TOTAL INDUSTRIES	2,011	2,151	2,155	2,207	2,177	2,474	2,297	2,337	2,159	2,185	2,090	2,079	2,194	93,958,231	3,570
PRIVATE OWNERSHIP	1,983	2,122	2,127	2,171	2,138	2,425	2,249	2,289	2,112	2,151	2,054	2,043	2,155	92,472,679	3,575
TOTAL GOVERNMENT	28	29	28	36	39	49	48	48	47	34	36	36	38	1,485,552	3,244
AGRICULTURE, FORESTRY & FISHING	15	17	20	35	38	29	30	24	21	26	32	14	25	1,304,258	4,333
07 Agricultural services	6	6	6	8	9	9	10	9	6	6	10	9	8	.	.
08 Forestry	0	0	0	5	5	0	0	0	0	0	0	0	1	.	.
09 Fishing, hunting & trapping	9	11	14	22	24	20	20	15	15	20	22	5	16	815,502	4,140
MINING	89	97	101	35	40	56	53	51	41	31	31	32	55	14,675,169	22,337
10 Metal mining	10	10	10	9	12	18	18	19	18	10	10	11	13	.	.
13 Oil & gas extraction	79	87	91	26	16	19	23	23	22	21	21	21	37	13,747,219	30,617
14 Nonmetallic minerals ex fuels	0	0	0	0	12	19	12	9	1	0	0	0	4	203,439	3,838
CONSTRUCTION	79	81	96	81	84	102	96	95	108	123	93	87	94	4,307,686	3,829
15 General building contractors	11	11	12	14	8	8	10	13	15	16	20	23	13	577,868	3,589
16 Heavy const. contractors, ex bldg.	10	16	23	22	34	44	33	28	19	29	4	2	22	967,807	3,666
17 Special trade contractors	58	54	61	45	42	50	53	54	74	78	69	62	58	2,762,011	3,946
MANUFACTURING	258	296	236	272	166	271	306	270	148	134	83	49	207	6,495,004	2,609
DURABLE GOODS	2	2	2	2	2	2	2	2	2	2	1	1	2	.	.
NONDURABLE GOODS	256	294	234	270	164	269	304	268	146	132	82	48	206	6,386,297	2,589
20 Food & kindred products	254	292	232	268	162	267	303	267	145	131	81	47	204	6,311,903	2,577
24 Lumber & wood products	0	0	0	0	0	0	0	0	0	0	0	0	0	.	.
27 Printing & publishing	2	2	2	2	2	2	1	1	1	1	1	1	2	.	.
37 Transportation equipment	2	2	2	2	2	2	2	2	2	2	1	1	2	.	.

UNDETERMINED LOCATIONS

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

INDUSTRIAL CLASSIFICATION	JAN EMP	FEB EMP	MAR EMP	APR EMP	MAY EMP	JUN EMP	JULY EMP	AUG EMP	SEPT EMP	OCT EMP	NOV EMP	DEC EMP	ANN AV MO EMP	YEARLY EARNINGS (\$)	ANN AV MO EARN (\$)
TRANS., COMM. & UTILITIES	184	196	213	196	206	231	197	212	190	187	192	165	197	10,766,322	4,545
42 Trucking & warehousing	7	6	7	4	4	4	3	3	3	2	3	3	4	61,127	1,247
44 Water transportation	78	85	92	90	103	120	123	134	131	114	114	88	106	.	.
45 Transportation by air	47	52	65	56	61	60	20	23	23	46	47	43	45	1,529,606	2,817
47 Transportation services	6	6	6	6	6	6	7	7	7	5	5	7	6	262,423	3,546
48 Communication	34	35	33	28	25	26	27	27	26	20	23	24	27	1,418,525	4,325
49 Electric, gas & sanitary services	12	12	10	12	7	15	17	18	0	0	0	0	9	.	.
TOTAL TRADE	532	524	527	534	549	546	568	603	571	553	557	541	550	18,082,646	2,738
WHOLESALE TRADE	308	304	302	306	295	286	313	305	326	298	298	289	303	10,194,030	2,808
50 Wholesale trade-durable goods	115	114	107	107	103	102	116	116	116	104	105	106	109	4,209,285	3,211
51 Wholesale trade-nondurable goods	193	190	195	199	192	184	197	189	210	194	193	183	193	5,984,745	2,581
RETAIL TRADE	224	220	225	228	254	260	255	298	245	255	259	252	248	7,888,616	2,652
52 Building materials & garden supplies	0	3	1	2	2	0	0	0	0	0	0	0	1	.	.
53 General merchandise stores	9	9	10	10	11	12	10	10	8	10	11	12	10	1,258,545	10,316
55 Automotive dealers & service stations	1	1	1	1	1	1	1	1	1	1	1	14	2	71,938	2,878
56 Apparel & accessory stores	6	5	5	10	9	9	5	5	6	7	10	13	8	221,851	2,465
57 Furniture & homefurnishings stores	2	2	3	4	4	1	0	2	2	3	2	2	2	.	.
58 Eating & drinking places	149	143	150	143	161	169	176	214	158	168	170	149	163	5,231,990	2,683
59 Miscellaneous retail	57	57	55	58	66	68	63	66	70	66	65	62	63	1,070,117	1,421
FINANCE, INS. & REAL ESTATE	104	92	97	109	108	105	97	92	91	107	102	103	101	3,615,783	2,996
61 Nondepository institutions	21	20	19	36	34	36	21	21	19	21	22	21	24	.	.
63 Insurance carriers	13	11	11	13	11	9	12	9	13	11	12	12	11	534,711	3,990
64 Insurance agents, brokers & service	2	3	3	4	6	7	5	6	6	5	4	3	5	127,485	2,361
65 Real estate	67	57	63	54	55	52	58	55	55	65	62	64	59	1,045,397	1,479
67 Holding & other invest. offices	1	1	1	2	2	1	1	1	2	3	3	3	2	64,469	3,070
SERVICES	515	557	564	608	610	693	672	665	608	722	706	719	637	24,084,278	3,153
70 Hotels & other lodging places	2	1	1	2	2	2	2	1	1	10	6	9	3	141,368	3,625
72 Personal services	11	6	10	7	6	5	6	6	5	5	5	4	6	94,335	1,241
73 Business services	151	158	171	178	198	193	223	232	229	224	214	234	200	4,082,809	1,698
75 Auto repair, services & parking	11	11	11	11	11	12	12	12	10	10	10	16	11	.	.
76 Miscellaneous repair services	11	6	6	6	6	10	10	12	11	6	5	6	8	317,284	3,340
78 Motion pictures	13	24	14	20	45	36	11	24	15	66	87	81	36	470,070	1,078
79 Amusement & recreation services	0	0	0	0	0	8	22	19	21	9	9	0	7	151,959	1,727
80 Health services	44	51	48	51	48	82	31	33	35	46	45	45	47	1,129,068	2,020
81 Legal services	0	0	0	0	0	0	0	0	0	0	0	1	0	.	.
82 Educational services	50	71	69	85	45	49	62	47	62	48	51	50	57	1,041,620	1,512
83 Social services	2	2	2	2	2	2	1	1	1	1	1	1	2	.	.
86 Membership organizations	13	12	13	16	12	14	11	12	12	19	10	11	13	443,671	2,862
87 Engineering & management services	207	215	219	230	235	280	281	265	205	268	252	250	242	15,752,634	5,419
88 Private households	0	0	0	0	0	0	0	1	1	2	2	2	1	.	.
89 Miscellaneous services	0	0	0	0	0	0	0	0	0	8	9	9	2	.	.
NONCLASSIFIABLE ESTABLISHMENTS	207	262	273	301	337	392	230	277	334	268	258	333	289	9,141,533	2,633
TOTAL GOVERNMENT	28	29	28	36	39	49	48	48	47	34	36	36	38	1,485,552	3,244
State Government	28	29	28	34	37	46	48	48	47	34	36	36	38	1,471,693	3,263
Local Government	0	0	0	2	2	3	0	0	0	0	0	0	1	13,859	1,980

Alaska Department of Labor
& Workforce Development
Research & Analysis Section
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COLLECTIVE BARGAINING AGREEMENT

between the

**ALASKA STATE EMPLOYEES ASSOCIATION,
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES
LOCAL 52, AFL-CIO**

and the

STATE OF ALASKA

covering the

**GENERAL GOVERNMENT BARGAINING UNIT
EMPLOYEES**

July 1, 2000 through June 30, 2003

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PREAMBLE

This Agreement is made by and between the State of Alaska and the Alaska State Employees Association (ASEA), American Federation of State, County and Municipal Employees (AFSCME) Local 52, AFL-CIO, (Union) covering the General Government Unit (GGU).

This Agreement has as its purpose the following: to promote harmonious, cooperative relations; to strengthen the merit principle; to establish a rational method for dealing with disputes; and to determine wages, hours, and other terms and conditions of employment for the General Government Bargaining Unit employees members.

ARTICLE 1 UNION RECOGNITION AND REPRESENTATION

1.01 Exclusive Recognition. The State of Alaska, hereinafter referred to as the Employer, recognizes the Alaska State Employees Association, AFSCME Local 52, AFL-CIO, hereinafter referred to as ~~ASEA~~ the Union, as the exclusive representative of all permanent, probationary, provisional and nonpermanent personnel (excepting those employed in the Student, College and Graduate Intern job classes) in the General Government Unit (GGU) for collective bargaining with respect to salaries, wages, hours, and other terms and conditions of employment.

- A. "Employee" in this Agreement shall mean a person in State service who is paid a salary or wage and holds probationary, permanent or provisional status working in a position that has been designated by the Alaska Labor Relations Agency (ALRA) as a General Government Unit position.
- B. "Bargaining unit member" in this Agreement shall mean an employee as defined at A above or an individual who holds a nonpermanent position in accordance with Article 9 of this Agreement who works in a position that has been designated by the ALRA as a General Government Unit position.

1.02 New or Changed Classifications.

- A. All new positions and classifications created by the Employer shall be placed in the appropriate bargaining unit, consistent with prior Alaska Labor Relations Agency (ALRA) rulings. All disputes concerning the appropriate bargaining unit placement of a person employed by the Employer shall be decided by the ALRA and no such question shall be subject to the grievance procedure set forth in Article 16 of this Agreement.
- B. The Union shall be notified of all new job classifications created within ten (10) working days of such action. The notification shall include the specifications of the job classifications.
- C. No filled position shall be moved from the GGU to a different bargaining unit without written notification to the Union concurrent with the notification to the department. If the Union does not file a written petition with the ALRA challenging the proposed bargaining unit transfer within fifteen (15) working days of the notification to the Union, the Employer is free to take the proposed action. The Employer may change a vacant position to a bargaining unit outside the GGU, and the Union shall be notified concurrently with such action.

For the purposes of this section, date of notification is the date of receipt by certified mail, or five (5) days following the date of postmark, whichever is earlier.

1.03 Exclusive Representation. The Employer will not negotiate or handle grievances with any individual or employee organization other than the Union with respect to terms and conditions of employment of bargaining unit members in the GGU. When individuals or organizations other than the Union request negotiations or seek to represent bargaining unit members in grievances or to otherwise represent bargaining unit members in employer/employee matters, the Employer shall advise them that the Union is the exclusive representative for such matters. Similarly, the Union will so advise individuals or organizations making such requests.

ARTICLE 2 UNION REPRESENTATIVES AND ACTIVITIES

2.01 Union Staff Representatives. Union representatives who are not bargaining unit member's employees of the Employer shall be authorized to speak for the Union in all matters governed by this Agreement and shall be permitted to visit any work area at any time with prior approval of the Employer. Approval shall not be unreasonably withheld or delayed. The Union shall provide a list of staff representatives to the Director of the Division of Personnel. Only those individuals on the Union provided list shall be entitled to the rights described in this Article.

2.02 Stewards.

- A. The Union may authorize a reasonable number of stewards upon written notice to the Employer. The ratio of stewards shall not exceed one (1) steward for each thirty (30) bargaining unit members in the entire bargaining unit.
- B. Stewards shall be allowed to handle complaints and grievances under this Agreement during working hours. Stewards shall suffer no loss in compensation for time spent handling complaints and grievances for up to nine (9) hours per month. Release from work to perform steward functions will not be unreasonably denied.

In the first year of this contract, Union stewards shall be allowed up to 7.5 hours for steward training. In the second and third years of this contract, Union stewards who were stewards in year one shall be allowed up to 4 hours for continued steward training. Union stewards who are newly elected in years two and three of this contract shall be allowed up to 7.5 hours in the first contract year of their election for steward training and up to 4 hours in succeeding years. All time for steward training shall be deducted from the 9 hours per month of steward time allowed under this Article. All training must be taken in no less than a 3.5 hour block, and any training not used in any contract year does not carry over to succeeding years.

The Employer may make recommendations to the content of the training provided under this section.

- C. Stewards shall be allowed to post Union information on bulletin boards made available under 2.04 of this Article and may distribute Union information to other bargaining unit members at their work stations provided it does not interfere with the members' or other employees' work.
- GD. The Union shall provide a list of stewards to each departmental personnel office with a copy to the Labor Relations Section. Only those individuals on the Union provided lists shall be entitled to the rights described in this Article.

~~DE.~~ For purposes of layoff or transfer of positions in the bargaining unit, stewards listed in C above shall head the applicable seniority list if they have held their steward position for six (6) months or longer. If more than one steward has super seniority under this rule, their placement at the head of the list shall be determined by their amount of time in the classified service.

2.03 Meeting Space. Appropriate available meeting space in buildings owned or leased by the Employer may be used for Union meetings provided that a request is approved in advance pursuant to the rules of the department or agency concerned.

2.04 Bulletin Boards. Past practice with respect to the number of bulletin boards and their use shall continue. Additional bulletin boards may be made available by mutual agreement.

2.05 Use of State Equipment. Use of state-owned electronic equipment will be allowed and shall be governed by the State of Alaska Technology Policy.

ARTICLE 3 UNION SECURITY

3.01 Noninterference.

The Employer agrees that it will not in any manner, directly or indirectly, attempt to interfere between any bargaining unit member and the Union. It will not in any manner attempt to restrain any bargaining unit member from belonging to the Union or from taking an active part in Union affairs, and it will not discriminate against any bargaining unit member because of Union membership or activity, upholding Union principles, or working under the instruction of the Union or serving on a committee, provided that such activity is not contrary to this Agreement.

3.02 Agency Shop.

- A. The Union owes the same responsibility of representation to all GGU bargaining unit members without respect to membership in the Union.
- B. From the effective date of this Agreement through ~~June 30, 1999-2002~~, the expiration date, all bargaining unit members covered by this Agreement shall, as a condition of continued employment, either be or become a member of the Union and pay Union dues, or pay a semi-monthly agency fee to the Union equal to the amount of dues assessed against all Union members in the bargaining unit. Payment of union dues or agency fees shall commence within 30 calendar days after the date of hire.
- C. Bargaining unit members who are members of the Union shall remain members for the duration of this Agreement, except that bargaining unit members may withdraw from membership during an annual thirty (30) calendar day period immediately preceding the anniversary date of this Agreement. During the term of this Agreement any bargaining unit member who withdraws from membership or elects to become an agency fee payer shall be obligated to pay a semi-monthly agency fee to the Union as a condition of continued employment. The Union agrees to provide nonunion members with procedural protections meeting or exceeding any and all U.S. Supreme Court requirements concerning agency fee payers and will provide the employer with an affidavit of such service.
- D. Upon written request by the Union Business Manager, a bargaining unit member who has been employed for more than thirty (30) calendar days and who is not complying with the agency shop provisions of this Agreement shall be terminated by the Employer, provided that the following actions have occurred:

1. The Union shall notify the bargaining unit member of the amount of money that he/she is in arrears. The notice shall inform the bargaining unit member of impending discharge if the full amount owed is not paid to the Union within fifteen (15) working days after receipt of the notification. A copy of the notification shall be mailed simultaneously to the Director of the Division of Personnel. For the purposes of this section the date of notification is the date of certified receipt at the member's last known address, or twenty (20) working days following the postmarked certificate of mailing, whichever is earlier.
2. The Union shall tender to the Director of the Division of Personnel a written request for termination of the bargaining unit member on the basis that the bargaining unit member has not complied with the agency shop provisions of the Agreement within the time period specified in 1, in that he/she has not paid the arrearage and has not documented that the money is not owed.

3.03 Payroll Deductions.

- A. ~~Checkoff.~~ Upon receipt by the Employer of an ~~checkoff~~ Authorization for Payroll Deduction of Union Dues/Fees dated and executed by the bargaining unit member which includes the bargaining unit member's social security number, the Employer shall each pay period deduct from the bargaining unit member's wages the amount of the Union membership dues or agency fee owed for that pay period. The Employer will forward the monies so deducted to the Union together with a list of bargaining unit members from whose wages such monies were deducted not later than the tenth (10th) day of the following calendar month. The Employer shall deduct from a bargaining unit member's wages only that amount of money which the Union has certified in writing is the amount of semi-monthly dues or agency fees. If, for any payroll period in which the Employer is obligated to make deductions pursuant to this section, the wages owed a bargaining unit member after mandatory deductions are less than the authorized dues or fees to be deducted pursuant to this Article, the Employer shall make no deduction from wages owed the bargaining unit member for that payroll period. Payment of dues or agency fees for that pay period shall be made by the bargaining unit member directly to the Union.
- B. Payroll deduction authorizations for dues or agency fees may be canceled by the bargaining unit member upon thirty (30) calendar days written notice to the Employer, who shall notify the Union prior to cessation of the deduction. Such cancellations may be processed only during an annual thirty (30) calendar day period immediately preceding the anniversary date of this Agreement. The cancellation of payroll deduction does not relieve that bargaining unit member from the requirement of Section 2, Agency Shop.
- C.
 1. The Union Business Manager shall notify the Director of the Division of Personnel in writing of any increase or decrease in authorized dues or agency fees at least thirty (30) calendar days prior to the effective date of a flat dollar rate change.
 2. The Union Business Manager shall notify the Director of the Division of Personnel in writing of any increase or decrease in authorized dues or agency fees at least sixty (60) calendar days prior to the effective date of a percentage or other alternative rate change.
- D. Bargaining unit members who wish to contribute to Public Employees Organized to Promote Legislative Equality (PEOPLE) through payroll deduction shall so authorize in writing on the form provided by the Union. The amount of voluntary contribution shall be stated on the authorization form, together with the bargaining unit member's social security number.
- E. Persons employed in the Bargaining Unit in Juneau, Anchorage, and Fairbanks shall be notified by the employer that they have ten (10) working days to contact their local AFSCME local 52 office to be advised of their membership or agency fee obligations under this Article. Bargaining Unit Members employed in all other geographic areas of the state will be advised that they have

ten (10) working days to call AFSCME Local 52 at 1-800-478-2732 to be advised of these same financial obligations.

3.04 Information Supplied to the Union.

- A. The Employer shall provide the Union with a current list of bargaining unit members once per pay period at no cost to the Union. This list shall include the bargaining unit member's name, social security number, position control number (PCN), organizational routing code, department, location, strike class and termination date or last date in pay status, if applicable. The list will also itemize and show any regular deductions made and forwarded to the Union. Past practice will continue regarding the furnishing of a ~~computer-tape~~ bargaining unit member information each pay period, including PEOPLE contributions.
- B. Once each month, the Employer shall furnish to the Union without cost a report showing all personnel transactions adding to or deleting bargaining unit members from the bargaining unit.
- F. The Union specifically agrees that all information provided shall be used only for purposes related to the execution of the Agreement, that the Union shall be responsible for the protection and security of information provided, and that the Union shall assume liability which may result from any improper disclosure or use by the Union of information provided.

3.05 Indemnification of the Employer.

The Union shall defend, indemnify, and save the Employer harmless against any and all claims, demands, suits, grievances, or other liability (including attorneys' fees incurred by the Employer) that arise out of or by reason of actions taken by the Employer pursuant to this Article, except those actions caused by the Employer's negligence.

ARTICLE 4 MANAGEMENT RIGHTS

It is recognized that the Employer retains the right to manage its affairs, to determine the kind and nature of work to be performed and to direct the work force except as otherwise provided in this Agreement. All of the functions, rights, powers and authority not specifically modified or abridged by the express terms of this Agreement are the sole and exclusive prerogative of the Employer. Such functions, rights, powers and authority include, but are not limited to:

- 1. Recruit, examine, select, promote, transfer and train personnel of its choosing, and determine the times and methods of such actions;
- 2. Develop and modify class specifications, assign the salary range for each classification, and allocate positions to those classifications;
- 3. Assign and direct the work; determine the methods, materials and tools to accomplish the work; designate duty stations and assign personnel to those duty stations;
- 4. Reduce the work force due to lack of work, funding or other cause consistent with efficient management;
- 5. Alter its operations or service;
- 6. Discipline, suspend, demote or dismiss employees for just cause; and

4. Establish reasonable work rules; assign the hours of work and assign personnel to shifts of its designation

ARTICLE 5 NO STRIKE OR LOCKOUT

5.01 No Strike or Lockout.

- A. The Union agrees that during the life of this Agreement, neither the Union nor its agents or bargaining unit members will authorize, instigate, aid or engage in any work stoppage, slowdown, sick-out, refusal to work, picketing or strike against the Employer.
- B. The Employer agrees that during the life of this Agreement there will be no lockout.

5.02 Picket Lines and Noninterference.

- A. In the event that a picket line is established and sanctioned by the Union in accordance with 2 AAC 10.270-.280 and is officially announced by its administrative head, it shall not be a violation of this Agreement nor a cause for discipline if a bargaining unit member refuses to enter upon any property involved in such a primary labor dispute or refuses to go through or work behind such primary lines, including primary picket lines at the Employer's place of operation. The provisions of this paragraph do not apply to those GGU members who are Class One employees, or Class Two employees in the event of an injunction, as described in AS 23.40.200.
- B. The Union recognizes that the continuity of certain work is imperative to the public service mission of the Employer and if a work stoppage should occur, management and all other personnel not covered by this Agreement as well as bargaining unit members prohibited by law or contract from engaging in a work stoppage, shall be permitted to perform their duties without restraint, coercion or interference by the Union or its members.

5.03 Violations.

- A. Violations of this Article by the Employer or Union are not subject to the grievance-arbitration procedure contained in this Agreement and either party may pursue such legal remedies as provided by law.
- B. Disciplinary action taken against a bargaining unit member for a violation of this Article is subject to the complaint or grievance arbitration procedure, as applicable.

ARTICLE 6 NONDISCRIMINATION AND AFFIRMATIVE ACTION

6.01 Nondiscrimination.

- A. The parties agree not to discriminate in employment and membership and will use all due diligence to ensure that bargaining unit members are selected, appointed and promoted from among the most qualified, not on the basis of race, color, religion, national origin, age, sex, physical handicap or mental disability, marital status, change in marital status, pregnancy, parenthood, political affiliation or belief, or union affiliation, or otherwise as specified in law.

- B. The Union acknowledges its members have the right to use the Employer's internal discrimination complaint procedure, but that the procedure and its use does not supersede any provisions of this Agreement.

6.02 Affirmative Action.

- A. The Employer shall provide the Union with copies of affirmative action plans and programs upon request.
- B. The parties recognize that the subject of affirmative action and progress toward affirmative action goals is an appropriate subject for labor-management committee meetings.

**ARTICLE 7
LABOR-MANAGEMENT COMMITTEES**

7.01 Purpose. The purpose of labor-management committees, where established, is to facilitate communication between the parties and to promote a climate conducive to constructive Employer/employee relations.

7.02 Procedures.

- A. A joint labor-management committee shall be established by written agreement at the executive level. Other joint labor-management committees may be established by written agreement of the parties at the departmental or local levels of operations as appropriate to discuss matters of mutual interest. The term "local level" shall be applied to as large a unit as is practicable. Agreements establishing committees shall be entered into by the Division of Personnel and the Union.
- B. Committees shall be limited in size to the smallest feasible number of representatives, the specific number to be mutually determined as part of the written agreement establishing the Committee. The composition of each Union labor-management committee delegation shall be at the discretion of the Union.
- C. Committees shall meet as agreed. Written agenda will be prepared and forwarded to the Division of Personnel and the Union in advance of all meetings.
- D. Approved time spent in meetings (including actual necessary travel time) shall neither be charged to leave nor considered as overtime worked. Delegate absences from work for purpose of attendance at labor management committees are subject to prior approval by the supervisor; however, management shall make reasonable efforts to reschedule shift assignments or days off so that the Union representatives may attend meetings on work time. Each party shall be responsible for all other costs, including travel and per diem, incident to the participation of its appointees.
- E. Committees shall have no power to contravene any provision of this Agreement, to enter into any agreements binding the parties, or to resolve issues or disputes surrounding the implementation or interpretation of the Agreement. Matters requiring a contract modification shall not be implemented until a written letter of agreement has been executed by the Union and the Employer.

No discussion or review of any matter by a committee shall forfeit or affect the time frames of any dispute resolution procedure contained in this Agreement. Issues that should be resolved through such procedures shall be referred to and handled pursuant to that procedure. Matters which have been submitted to any formal dispute procedure or which are in litigation shall not be discussed.

Matters may be referred to and from local level, department, or statewide committees as necessary.

- F. Staff representatives of the Division of Personnel and the Union will render assistance to joint committees on procedural and substantive issues as necessary to fulfill the objectives of this Article and may participate in such meetings.
- G. If the Employer offers labor-management training is offered by the Employer, it shall be provided to no more than two (2) Union officials at no cost committee training to the members of the committees established under (A) of this section, it shall be offered to all members of the committees.

ARTICLE 8 EMERGENCY PERSONNEL

- A. It is understood that from time to time the Employer has a need to place emergency personnel on the payroll. Emergency personnel are those in pay status for no more than thirty (30) calendar days in any emergency situation. It is agreed that emergency personnel are not members of the bargaining unit and are therefore not covered under the terms of this Agreement. Further, it is agreed that the current 2 AAC 07.190 on Emergency Appointments shall continue in full force and effect.
- B. This Article shall not apply for emergency appointments to positions normally held by a bargaining unit member and the Employer agrees that emergency hires will not be made to circumvent the register recruitment and examination process, to delay the return of seasonal bargaining unit members, or otherwise to displace a bargaining unit member.
- C. Emergency personnel as defined in this Article shall appear on the monthly personnel listings of all General Government bargaining unit members as provided for in this Agreement. Such listing shall designate by code which individuals are emergency personnel for the period of the listing.

ARTICLE 9 NONPERMANENT APPOINTMENTS

It is recognized that the need exists to hire nonpermanent personnel in positions similar in duties and requirements to permanent positions in the bargaining unit; therefore, the following provisions shall apply to nonpermanent appointments in the bargaining unit:

9.01 Wages. An individual hired as a nonpermanent covered by this Agreement must perform the work of the assigned class and may not be paid less than the entry salary step of the range assigned to the class in which the nonpermanent is to work.

9.02 Short-Term Nonpermanent Appointments.

- A. Positions which are established for periods of ninety (90) calendar days or less in any twelve (12) month period may be filled through the use of short-term nonpermanent appointments. The Director of the Division of Personnel may authorize such appointments to be made without use of eligible lists recruitment or examination. The Employer and Union agree that all determinations concerning the terms and conditions of short-term nonpermanent employment

shall be made independently by the Employer, except as specifically provided in this or other Articles.

- B. Short-term nonpermanent appointments may be extended by the Director of the Division of Personnel. If a short-term nonpermanent position is extended, it remains a short-term nonpermanent position. In the event that a short-term nonpermanent continues to work beyond one hundred twenty (120) days, the appointment shall, as of the one hundred and twenty-first (121st) day, be treated as a long-term nonpermanent appointment for specific benefit purposes only and these benefits (health and life insurance, annual and sick leave, and holidays) shall be awarded retroactive to the date of appointment.
- C. If a short-term nonpermanent position expires, another short-term nonpermanent position may not be established to perform the same set of duties for a period of at least sixty (60) days.

9.03 Long-Term Nonpermanent Appointments.

- A. Nonpermanent positions which on the date established are for periods of more than one hundred twenty (120) days and less than twelve (12) months duration may be filled through the use of long-term nonpermanent appointments. Any individual hired pursuant to this provision shall meet the minimum qualifications as required of individuals seeking permanent employment in the class into which they are to be hired. The Employer agrees to hire individuals for these assignments from eligible lists that all nonpermanent appointments will be consistent with AS 39.25.195 - 39.25.200.
- B. In the event that a long-term nonpermanent bargaining unit member is worked for longer than twelve (12) months, except as provided in Section 9.06 9.05, the Employer will review the reasonableness of establishing a permanent position, except where the position has a specific termination. If a permanent position is established under this subsection, the Employer may recruit for the position and the long-term nonpermanent bargaining unit member shall become the incumbent of the permanent - be eligible to compete for the position.
- C. All long-term nonpermanents will be entitled to annual and sick or personal leave accrual, health and life insurance, and holiday benefits. These benefits shall be prorated for less than full-time work on the same basis as for employees in the bargaining unit. Long-term nonpermanents shall have access to the complaint procedure established in Article 15 as the sole means for resolving disputes or controversies with respect to nonpermanent employment.

9.04 Probationary Credit. Time spent in nonpermanent status shall be credited toward probationary status as follows: If the nonpermanent is ~~converted~~ appointed to probationary status in the same classification performing similar duties with no break in employment, the nonpermanent shall be credited with one (1) month toward the probationary period for every consecutive month of nonpermanent employment to a maximum of one-half (1/2) the required probationary period in the job class.

~~**9.05 Extensions.** Extensions to the time limits established in 9.02 and 9.03 above may be accomplished with the written concurrence of the Union.~~

9.06 9.05 JTPA and Similar Nonpermanents.

- A. It shall not be a violation of this Agreement to employ JTPA or similar nonpermanents and such nonpermanents shall be members of the bargaining unit. The Employer agrees to abide by the federal regulations governing such employment programs.

- B. Any dispute between the parties under this paragraph concerning compliance with federal regulations shall not be subject to the complaint or grievance procedures of this Agreement but may be referred by either party, after discussion, to the federal agency responsible for the program for resolution. Neither party waives its right to seek resolution of the matter in court when appropriate after exhaustion of the administrative remedies as authorized in this paragraph.

~~9.07~~ **9.06 On-Call Nonpermanent Substitutes.** The parties recognize that the need exists to establish nonpermanent positions the duties and requirements of which are similar to permanent positions in the bargaining unit. Specifically, there exists a need for such positions whose incumbent(s) are on-call to temporarily substitute for other members of the bargaining unit; therefore, the parties agree to the following terms and conditions of employment for such personnel:

- A. Definition: An on-call nonpermanent substitute position shall be defined as a nonpermanent position whose incumbent(s) are sporadically scheduled or called to work.
- B. All determinations concerning the terms and conditions of on-call nonpermanent substitute employment shall be made independently by the Employer, except as specifically provided in this Agreement.
- C. Terms and conditions:
1. On-call nonpermanent substitute personnel shall be exempt from the provisions of Sections 9.02 and 9.03, except as specifically provided herein.
 2. On-call nonpermanent substitute personnel who are called to work may refuse the work for personal or other reasons and will not be subject to discipline for such refusal, provided that once an assignment is accepted, an on-call substitute must complete that assignment or be subject to discipline unless prior approval has been obtained. Approval for absence due to illness shall be granted in the same manner as sick leave is granted pursuant to Articles 25 or 26.
 3. An individual hired as an on-call nonpermanent substitute covered by this Agreement must perform the work of the assigned class and shall be paid at the entry salary step of the range assigned to the class in which the on-call nonpermanent substitute is to work, unless another step is granted in accordance with Section 21.06.A.
 4. After working for a number of hours equal to the full-time, probationary period, in hours, of the assigned class, the incumbent of an on-call nonpermanent position shall be paid one step above the salary step at which placed pursuant to Section ~~9.07~~ 9.06.C.3. Actual step placement shall remain unchanged. Hours shall be cumulative from the date of appointment to the position. If the on-call substitute is appointed or converted to a nonpermanent position in accordance with Section 9.06 D.1, or if the on-call substitute accepts an appointment into a permanent position he or she shall retain the earned step increase.
 5. An agency may offer a short- or long-term nonpermanent appointment to an on-call substitute working in the same job class without ~~working an eligible list~~. recruitment or examination. At the conclusion of such an appointment, that individual shall revert to on-call nonpermanent substitute status.

D. Conversion:

1. On-call nonpermanent substitute personnel who remain in pay status for at least thirty (30) hours per week for seventeen (17) consecutive workweeks shall be subject to the provisions of Section 9.03 prospectively following the seventeenth (17th) consecutive week. Approved absences shall not be considered a break in service for purposes of this subsection, but shall extend the service required by an equal number of days.
2. On-call nonpermanent substitute personnel who are appointed to nonpermanent positions pursuant to Sections 9.02 or 9.03, or to permanent/probationary positions shall be placed at Step A of the appropriate range, except if another step is granted in accordance with Section 21.06.A.
- ~~3. Incumbents of on-call nonpermanent substitute positions which have been converted to long-term nonpermanent status pursuant to Section 4 a of this agreement shall not be converted to permanent/probationary status unless that incumbent was hired originally from an appropriate eligible list.~~

E. On-call nonpermanent personnel shall not be eligible for group health insurance.

F. On-call nonpermanent personnel shall not be eligible for holiday pay, but shall receive time and one-half for all hours worked on a holiday at the appropriate shift rate of pay.

G. On-call nonpermanent personnel shall not accrue annual or sick leave, but may be granted approved absences from duty without pay.

~~H. All rights and benefits arising from this Agreement shall be prospective from the date of execution of this Agreement.~~

9.07 Alaska Temporary Assistance Program (ATAP)

A. ATAP workers working with General Government Bargaining Unit (GGU) members are not represented under the terms of this Collective Bargaining Agreement.

B. These workers shall not be considered GGU members, and they shall perform work as defined by newly created entry level temporary class specifications developed by the Division of Personnel, and agreed to by ASEA/AFSCME Local 52. This ATAP work will be substantially different than work currently performed by GGU workers.

C. The Employer agrees that no current GGU position shall be eliminated as a result of the employment of ATAP temporary training workers, and if a GGU member is on layoff status they will not be replaced by an ATAP worker.

D. GGU bargaining unit members may provide mentoring assistance to these temporary training workers. This mentoring shall not be a consideration for the purposes 8 AAC 97.990.

**ARTICLE 10
RECRUITMENT AND EXAMINATION**

The parties agree that it is their mutual intent to strengthen the merit principles in the bargaining unit and, pursuant to AS 23.40.070(3), shall use all due diligence to maintain merit principles

among public employees to the end that public employees be selected, appointed, and promoted from among the most qualified, not on the bases proscribed in ~~Section~~ Article 6.01.A (Nondiscrimination). Except as specifically provided in this Agreement, all recruitment and examination for positions in the General Government Unit shall be made consistent with the Personnel Rules ~~in effect at the time of the action.~~

No provision of this Agreement shall be construed to interfere with the rights of injured workers pursuant to AS 39.25.158 and AS 23.40.075.

10.01 Lists.

A. The Director of the Division of Personnel or any person to whom the Director has delegated this authority shall establish and maintain the following lists for use in the General Government bargaining unit and they shall be defined as:

1. Layoff Lists: Lists of all laid off employees in accordance with the Standard Operating Procedures, Department of Administration, Division of Personnel and this Agreement.
2. Promotional Lists: Lists of all permanent employees who have correctly applied for a recruitment, met all prerequisites and have passed all tests of fitness required by the Employer for consideration to be appointed to the vacancy in the job class and have expressed a willingness to work in the location and department where the vacancy exists. Lists may be departmental or interdepartmental.

The parties understand that there may be a delay in identifying employees who acquire permanent status subsequent to placement on a list. In such cases the employee may advise the Employer of acquired permanent status to confirm promotional eligibility.

3. Open-Competitive Lists: Lists of all candidates who have correctly applied for recruitment, met all prerequisites and have passed all tests of fitness required by the Employer for consideration to be appointed to the vacancy in a job class and who have expressed a willingness to work in the location and department where the vacancy exists.
- B. Employees in the bargaining unit who have permanent status, veterans or National Guard status, or qualify as an underutilized candidate shall appear on lists with their status clearly marked. Candidates on eligible lists shall be ranked in order of final earned rating based upon the scored tests of fitness plus any veterans' preference, if applicable. Alaska bargaining unit members shall be listed in rank order above non-Alaskans. Employees in the bargaining unit shall appear on the list above non-Alaskans.
- C. Transfers and Rehires: Employees who desire transfer or rehire shall have their status clearly marked, may be certified to a list as unranked eligibles, consistent with the provisions of this Agreement. A permanent seasonal employee may elect to be active as a ranked eligible on a list for the class in which employed rather than to be certified as a transfer.
- D. ~~When both promotional and open competitive lists are in use for a job class, a permanent employee who has met the prerequisites and passed all tests of fitness will be placed on both lists in rank order of final earned score.~~
- E. ~~Employees in the bargaining unit who have permanent status in State service at the time of application and who are found to be promotionally eligible shall appear on such lists with permanent status clearly marked.~~

~~The parties understand that there may be a delay in identifying employees who acquire permanent status subsequent to placement on a list. In such cases the employee may advise the Employer of acquired permanent status to confirm promotional eligibility.~~

~~F.D. Promotional lists and open competitive lists including final ratings shall be open for inspection by a Union representative. Confidentiality of information regarding nonbargaining unit members shall be respected and such information shall not be open for inspection.~~
The group of applicants generated through Workplace Alaska or other recruitment devices shall be known as the applicant pool. Applicant pools used to fill vacancies in the Bargaining Unit, including final rankings, shall be open for inspection by a Union Representative. Confidential information regarding non-bargaining unit members will be respected and not open for inspection.

E. Should the appointing authority use a promotional or open-competitive list, an opportunity to interview shall be given to the five (5) most qualified bargaining unit members who meet or exceed the minimum qualifications and are eligible for consideration. If the interview results in a ranking of eligible applicants the bargaining unit member(s) will also be ranked.

F. Pursuant to the parties' mutual recognition of the principles of Equal Employment Opportunity and Affirmative Action, the parties agree that Personnel Memorandum 00-3 is hereby incorporated into the Agreement as Appendix D.

G. The parties agree that appointments for vacancies in job classes allocated at range 7 or below and for the Mail Clerk Carrier II job class, the appointing authority may use the Department of Labor and Workforce Development's Job Service to fill the vacancy.

H. The Employer agrees to make available a list of all Workplace Alaska vacancies to the Department of Labor & Workforce Development's Job Service Section.

10.02 Application of Lists.

In filling a vacant position in the bargaining unit, an appointing authority shall use the following procedures:

A. If the position to be filled is a permanent one, the Director or the person to whom authority has been delegated may only appoint the one (1) name highest on the organizational unit layoff list to the vacancy. If no organizational unit layoff list exists or if such eligibles decline appointment or are not available and the reason for filling a position is not reclassification subject to Article 12.01.D, the appointing authority may only appoint the one (1) name highest on the agency layoff list to the position. If no agency layoff unit list exists or if such eligibles decline appointment or are not available, the appointing authority may only appoint the one (1) name highest on the layoff list from other agencies.

B. If no organizational unit layoff list exists, or if such eligibles decline appointment and the reason for filling the position is because it has been reallocated to another job class, the incumbent of the position shall be appointed to the position as of the effective date of the reallocation action.

C. If no layoff list exists, recruitment and appointment will be made consistent with other provisions of this Agreement.

The parties agree that for the purposes of recruitment, employees on the layoff list in accordance with Section 10.01 A. 1. will be considered prior to beginning recruitment, on the

closing date of the application period, and prior to extending the duration of lists pursuant to Section 10.03 B.

A laid off employee's designated conditions of employment upon return from layoff in effect prior to beginning a recruitment will also be the conditions considered on the closing date of the application period. This does not apply to extensions pursuant to Section 10.03 B.

D. It is understood between the parties that a list for a vacancy will include the names of other applicants who are not bargaining unit members, but that the provisions of this section shall apply to bargaining unit members only.

~~A. Should the appointing authority request the open competitive list, first consideration and an opportunity to interview will be given to those employees in the bargaining unit who have advised the Employer that they hold permanent status and are ranked in the top five (5) eligibles who are available and interested in appointment.~~

~~B. This does not preclude the appointing authority from considering by department or departments only those employees who are identified on the list as holding permanent status with the State. Should the appointing authority request a promotional list, all bargaining unit employees whose names appear among the top five (5) ranked eligibles shall be given an opportunity to interview.~~

~~C. Pursuant to the parties' mutual recognition of the principles of Equal Employment Opportunity and Affirmative Action, the parties agree that Personnel Memorandum 85-14 is hereby incorporated into the Agreement.~~

~~D. If a vacancy exists in a class of positions for which there is no appropriate eligible list, the Director may prepare an appropriate list from one or more existing related lists.~~

~~E. The above provisions apply only to appointments to vacancies in the bargaining unit. The parties agree that for appointments for vacancies in job classes allocated at range 7 or below and for the Mail Clerk-Carrier II job class, the appointing authority shall consider employees listed as eligible for rehire or transfer. If no appointment is made, the appointing authority may use the Department of Labor's Job Service to fill the vacancy.~~

E. When practical, the parties agree to encourage the use of hiring panels composed of at least three (3) individuals of the Employer's choice, when interviewing candidates to fill a bargaining unit vacancy. This shall not be construed to require the use of hiring panels in any hiring decision.

10.03 Duration of Eligibility on Lists.

A. Layoff: Three (3) years from the date of separation from the classification in which the employee earned layoff rights.

B. Interdepartmental and Departmental Promotional and Open-Competitive Lists: ~~two (2) years from the date of placement on the list under normal conditions or, if eligibility for the job class results from conversion of a written test score from a different job class, it shall be two (2) years from the date of examination~~ Shall be valid for ninety (90) days from closing date of recruitment, however, the Director of the Division of Personnel may authorize extensions. No extension may be granted if there are qualified injured workers or if there are bargaining unit members on layoff status eligible for recall to the position being filled.

- ~~G. The parties recognize that there are no separate transfer and rehire lists but that the duration of eligibility to be certified as an extra name on lists outlined in 10.03.B shall be two (2) years from the date of placement on the list provided the employee maintains eligibility.~~
- ~~D. When a job classification has four (4) or fewer positions, the Director of the Division of Personnel may determine that the maintenance of an eligible list is unwarranted. Employees on the list will be notified when the list is eliminated. When it is necessary to recruit applicants for a job class for which a list is not maintained, the employer shall notify the union of the job classification and the open recruitment period.~~
- ~~E. On or before December 31, 1996, the Employer shall establish a procedure by which an employee may extend eligibility for a particular job classification for a period of two (2) years with written notice to the Division of Personnel. Requests for extension must be received prior to the expiration of the employee's period of eligibility. The parties agree to meet and confer prior to implementation of the procedure.~~

10.04 Disqualification of Bargaining Unit Members and Removal of Names From Lists. The Director of the Division of Personnel may refuse to examine the application of a bargaining unit member or after the examination refuse to place the bargaining unit member's name on an eligible a list or may remove the name either permanently or temporarily of any bargaining unit member from a n-eligible list or ~~may refuse to certify any bargaining unit member on an eligible list who:~~

- A. Has failed to submit an application correctly and within prescribed time limits.
- B. Is found to lack any of the preliminary or minimum requirements established for admission to the examination.
- C. ~~Is After consideration, is determined to be physically or otherwise so disabled as to be unable to perform the duties of the job. In such cases the bargaining unit member will be notified of the intent to remove or not to examine or to consider certify. The bargaining unit member shall be allowed a reasonable period, not to exceed thirty (30) calendar days, to be examined and present a certification by a professional in the subject disability relative to the bargaining unit member's ability to perform the job for which the bargaining unit member applied. If certified as able, the bargaining unit member will remain on the list or complete the examination process as appropriate.~~
- D. Has made a false statement or concealed material fact in the application.
- E. Has been dismissed from State service for delinquency, misconduct, unsatisfactory performance of duties or other justifiable cause. In such cases the bargaining unit member's name will be removed from all lists and the member will not be eligible to apply for a vacancy until the bargaining unit member has satisfactorily worked for twelve (12) months in non-State employment if the class from which dismissed is range 14 or above. If the class from which dismissed is range 13 or below, the required period of successful other employment will be six (6) months after which time the bargaining unit member may reapply.
- F. Has used or attempted to use political pressure or bribery to secure an advantage in the examination application or appointment.
- G. Has directly or indirectly obtained information regarding examinations to which as an applicant the bargaining unit member is not entitled.
- ~~H. Has an unsatisfactory reference which has resulted in rejection by more than one (1) an appointing authority or one (1) appointing authority more than once.~~

I.H. Has accepted an appointment and then failed to report for duty within the time prescribed by the appointing authority.

~~J. Has been certified three (3) times to a department and not selected. This bargaining unit member will not, at the request of the department, be certified again to that department during that period of eligibility.~~

K.I. Has applied for a specific vacancy and failed to reply to an employment a recruitment inquiry within five (5) working days by a department three (3) times. This bargaining unit member will not, at the request of the department, be again certified to that department during that period of eligibility.

L.J. Has been convicted of a misdemeanor or a felony under the following conditions:

1. An applicant for employment must report a misdemeanor conviction that occurred within the preceding five (5) years, and a felony conviction regardless of the date it occurred.
2. The Director of the Division of Personnel shall review the applications of individuals convicted of crimes and may disqualify the applicant if the offense for which the applicant was convicted directly relates to the applicant's possible performance in the position applied for.
3. In making the determination of whether an applicant should be disqualified for a position, the Director may consider the nature and seriousness of the offense; the kind of position for which the applicant is applying and the requirements of that position; the circumstances under which the offense was committed; the age of the applicant at the time the offense was committed; whether the offense was an isolated or repeated violation; any aggravating, mitigating, or other facts or circumstances which may have bearing on the suitability of the applicant for employment in the position sought.

~~M. Has been appointed to fill a permanent position in the job class or a class at the same or higher salary range. Any persons whose names are so removed may have their names restored for the duration of eligibility to the list by making written application for such action to the Director of the Division of Personnel.~~

~~N. Has failed to respond to a written inquiry of the Director of the Division of Personnel or appointing authority relative to availability for appointment within the time limits specified below. Time limits shall be applied from the date the inquiry is sent provided that the last day for the receipt of the response shall be on a working day:~~

- ~~1. Fourteen (14) calendar days when the applicant resides outside Alaska, or~~
- ~~2. Ten (10) calendar days when the applicant resides within Alaska.~~

~~O. Has declined an appointment from a list for any reason with regard to conditions which the eligible bargaining unit member previously had indicated were acceptable.~~

~~Whenever a bargaining unit member submits a statement restricting the conditions under which the bargaining unit member will be available for employment, the name shall be withheld from all certifications which do not meet the conditions specified. A bargaining unit member may file a written statement at any time during the duration of eligibility modifying a prior statement as to conditions under which the bargaining unit member will be available for~~

~~employment. No such change will be made without prior written notice to the Director of the Division of Personnel.~~

~~P. Whose eligibility on the lists has expired.~~

~~Q. Has failed to promptly advise the Director of the Division of Personnel in writing of the current mailing address or any change of address and telephone number for each eligible list which the bargaining unit member is on. For this purpose the return of a letter by the postal authorities if properly addressed to the last address on record shall be deemed sufficient grounds for removal of the name from the eligible list.~~

~~R. The Director of the Division of Personnel shall provide written notice to a disqualified applicant and to an eligible bargaining unit member permanently removed from an eligible list. Where removal is automatic, such as expiration of eligibility, prior notice may be given.~~

~~10.05 Notification and Removal of Names to Lists.~~

~~A. The name of any bargaining unit member placed on the inactive eligible list may be returned to the active eligible list at any time during the maximum period of eligibility upon the written request of the bargaining unit member, provided that the removal was not made on a permanent basis under the provisions of Section 10.04.~~

~~B. A bargaining unit member who is refused certification from or to an eligible list or whose name is removed from an eligible list shall be notified of such action by written notice and brief explanation from the Division of Personnel within fifteen (15) calendar days unless prior notification has been made, or the bargaining unit member was on the inactive list.~~

~~C. A bargaining unit member's supervisor cannot have a bargaining unit member's name removed from an eligible list or transfer list. This shall not preclude the Employer from removing names consistent with Section 10.04.~~

~~D. No eligible list for a new classification shall be established until there has been written public notice and departmental notice of at least fifteen (15) calendar days. Departmental Human Resource Managers will make a reasonable effort to distribute such notice.~~

~~10.07- 10.05 Examination~~

~~A. Upon timely application, a bargaining unit member shall receive written notice of eligibility to sit for an examination. If not qualified, the bargaining unit member shall be informed of all specifications or requirements and those areas in which sufficient experience or education is lacking to fulfill the standards set by the Employer. Upon the request of the Union, the Employer shall explain fully all criteria and the application of such criteria used in computing the training and experience rating score.~~

~~B. Employees who have been scheduled to take an examination for State employment may be granted time to take such examination during the normal workday.~~

~~C. Upon a showing that a particular examination has an improper discriminatory impact on members of the bargaining unit, the Union and the Director of the Division of Personnel shall mutually agree upon an advisor. The advisor shall be an individual who is expert in the type of work for which the examination is being given and is not a candidate for the classification or could reasonably be expected to become a candidate.~~

The advisor will be permitted to review the examination and shall make recommendations to the Union and the Director of the Division of Personnel regarding the construction of the examination. The Union and the Director of the Division of Personnel shall jointly consider the advice and make those adjustments which they agree are appropriate. It is understood that this process shall be used within the limits of the resources available to the Division of Personnel and will be applied in good faith.

- D. Each bargaining unit member competing in an examination shall be given a written notice of final rating.

Within thirty (30) calendar days following receipt of written notice of final score for a job class a bargaining unit member or the member's designated Union representative shall be provided (upon written request) with a breakdown of the categories of the written test (if applicable), and the bargaining unit member's performance in these categories or how the training and experience rating is applied.

~~E. Bargaining unit members may submit up to four (4) applications during the period July 1 through June 30, for job classifications closed to open recruitment. A single application may be submitted for more than one classification in a class series. All such applications must clearly state that the applicant is a member of the General Government Unit. Applications received under this provision will be examined and scored by the Division of Personnel in the same manner as applications for classifications open for recruitment.~~

~~F. The Division of Personnel will notify the Union of the period of recruitment for all job classes that are open to recruitment only within a single department, division or other unit of government.~~

40.08 10.06 Reexamination.

- A. A bargaining unit member who has failed the written portion of an examination may, after three (3) months following the date of said examination, be scheduled for retesting, provided the request is made pursuant to the provisions of Section 10.07 05.
- B. A bargaining unit member who has failed the performance portion of an examination may be scheduled to retake the performance portion, provided the request is made pursuant to the provisions of Section 10.07 05.
- C. A bargaining unit member who wishes to retake an examination in an effort to raise a passing score may be rescheduled for the examination at any time after three (3) months following the date of the original examination, provided the request is made pursuant to the provisions of Section 10.07 05. The reexamination shall include all portions of the examination and the reexamination scores shall replace the previous scores.
- D. A bargaining unit member may not take any one (1) examination more than three (3) times in any twenty-four (24) month period.
- E. When a bargaining unit member becomes sick during the course of an examination, the Director of the Division of Personnel may, after investigation of the facts, modify the three (3) month reexamination period.

10.07 Notification of Recruitment.

If available, and on the member's own time, a bargaining unit member may access Workplace Alaska and apply for vacancies at his or her work site and shall be allowed to use his or her work site email address to receive notification of recruitment announcements.

**ARTICLE 11
EMPLOYMENT STATUS**

11.01 Appointments.

- A. Except as specifically provided in this Agreement, all appointments to positions in the bargaining unit shall be made consistent with the Personnel Rules ~~in effect at the time of the appointment.~~
- B. No provision of this Agreement shall be construed to interfere with the rights of injured workers pursuant to AS 39.25.158 and AS 23.40.075.

11.02 Probationary Period. The probationary period shall be regarded as a part of the examination process which shall be utilized for closely observing the employee's work and adjustment to the position. Employees who, in the judgment of the Employer, have satisfactorily passed the probationary period shall be retained and given permanent status in the job class at the end of this applicable probationary period. Employees who, in the judgment of the Employer, have not or will not satisfactorily pass the probationary period shall not be retained in the job class.

A. Duration.

- 1. The probationary period for employees at range 13 and below shall be six (6) months with the provision that:
 - a. Employees in ranges 5 through 13 who, in the judgment of the Employer, have satisfied the requirements for completion of the probationary period, may with the written approval of their Division Director, be made permanent on the sixteenth (16th) day of any month following completion of three (3) months of probationary service.
 - b. The Employer may, after written mutual agreement with the employee Union, extend the probationary period of an employee in ranges 5 through 13 for a period not to exceed three (3) months.
- 2. The probationary period for employees at range 14 and above shall be twelve (12) months with the provision that:
 - a. Employees at ranges 14 and above who, in the judgment of the Employer, have satisfied the requirements for completion of their probation may, at the discretion of the Employer, be made permanent on the sixteenth (16th) day of any month following six (6) months probationary service.
 - b. The Employer may, after written mutual agreement with the employee Union, extend the probationary period of an employee in ranges 14 and above for a period not to exceed three (3) months.

- B. An employee who is promoted prior to the completion of a probationary period to a higher level position in the same class series shall complete the probationary period in the lower job class by service in the higher job class. The employee shall be considered as having permanent status in the lower classification at the end of the applicable probationary period following appointment to the position in that classification and shall complete the full probationary period in the higher class.
- C. Upon promotion, upon rehire or upon appointment to a position at the same or lower salary range which is in a different class series and is not "parallel" or closely related, an employee shall serve a new probationary period and establish a new anniversary date.
- D. Employees with permanent status in a job class may accept an appointment in a different class series from that in which they hold permanent status. If such an employee is notified of failure to complete the new probationary period, he/she shall be returned to a vacant position in the class in which he/she holds permanent status and which the Employer decides to fill, with no right of appeal of the action failure to complete probation or the return procedures listed below, except to enforce their terms.

Such return shall be accomplished as follows:

- 1. by placement in a vacant position in the employing agency;
 - 2. if applicable, by placement in a vacant position in the immediately prior employing agency from which the employee moved specifically in order to accept the position in which the employee has failed to complete the probationary period;
 - 3. if placement cannot be made in accordance with 1 or 2 above, the employee shall be placed in layoff from the class in which permanent status is held. No bumping rights shall exist in these circumstances.
- E. Employees returning from layoff to the same job class or lower job class in the same class series shall not be subject to the probationary period except to complete any incomplete probationary period.
 - F. The provisions of this section shall not apply to positions or classifications subject to regulations which require specific periods of probation for employees performing the work of those positions or classifications, such as those promulgated by the Alaska Police Standards Council, in which case those regulations shall apply.
 - G. Employees who are promoted in a flex position may be granted early permanent status, subject to the provisions of this section.

11.03 Permanent Status.

- A. Permanent status in State service shall be attained with satisfactory completion of the initial probationary period. Nonretention during the initial probationary period shall be subject only to the complaint procedure established in Article 15 (Complaint Resolution Process).
- B. There shall be a probationary period following initial appointment to any job class except as otherwise provided in the Agreement. Permanent status in the job class shall be obtained on the day following the satisfactory completion of the probationary period unless an employee has been, in accordance with other provisions of this Agreement:

1. Separated;
2. Demoted during the probationary period;
3. Extended in the probationary period; or
4. Notified in writing by the appointing authority prior to the completion of the probationary period that the employee will not successfully complete the probationary period. In such cases, an employee may, at the discretion of the appointing authority, continue in the position not to exceed ten (10) working days past what would have been the end of the probationary period. Employees retained longer than the ten (10) working days past the end of the probationary period shall be considered to have attained permanent status.

Every effort shall be made to notify the employee that the probationary period will not be successfully completed at least ~~fourteen (14)~~ ten (10) working days prior to its expiration. Whatever the reason, failure to give ~~fourteen (14)~~ ten (10) working days notice does not mean that the employee gains permanent status thereby.

- C. An employee holding permanent status in a job class at the time of promotion will, upon promotion, retain permanent status in State service and the job class in which permanent status is held, or in the job class in which the employee attains permanent status through service at the higher level in accordance with Section 11.02, for the duration of the new probationary period.

11.04 Subfills.

- A. A subfilled position is one ~~for which, in the absence of a complete certification at the classified level, a certification is filled at a lower classification than normally is utilized to fill the position and may only be authorized by the Director, Division of Personnel.~~
- B. Subsequent to the signing of this Agreement, any employee who is given a subfill appointment in a higher range than the employee's own shall receive full credit for the time served in the form of a report to be placed in the employee's personnel file. An employee who subfills a position in a higher range than the employee's own, as provided above, and performs the duties of the higher range shall, commencing with the second (2nd) day, be paid at the rate of the higher range. The Employer agrees that, upon request by a Union representative, the Employer shall open a position currently being subfilled to competitive selection from among qualified applicants.
- C. Any employee who receives a subfill appointment shall be advised in writing as to the conditions of the subfill appointment.

11.05 Seasonal Leave Without Pay. Incumbents of seasonal positions shall be placed on leave without pay at the end of the work season. Such an employee remains the incumbent of the position and is not on layoff status during the period of leave without pay. ~~Upon being placed on leave without pay, Seasonal employees may elect to carry over not more than five (5) days one hundred eighty-seven and one-half (187.5) hours of annual/personal leave for use upon their return to work. Any additional annual/personal leave balance shall be cashed out as a lump sum or installment payments at the employee's option. However, where the Employer determines that a seasonal employee will be on seasonal leave without pay for forty-five (45) consecutive days or less, the employee may elect to carry over their entire leave balance. The decision regarding the length of seasonal leave without pay will be made by the Employer at the time the employee is placed on seasonal leave without pay. The decision of the Employer is final. Whenever practical, seasonal employees shall be given fifteen (15) ten (10) working days notice prior to entering seasonal leave without pay status.~~

Seasonal employees on seasonal leave without pay may accept offers of employment in any department.

11.06 Rehire.

- A. A current employee who separates from a job class in good standing while holding a permanent or probationary appointment may be appointed without recruitment or examination or certification in the same class of position or in a lower class in the same series, provided such reappointment takes place within two (2) years from the employee's date of separation from the job class. Upon advance written approval of the Director of the Division of Personnel, such reappointment may be ~~in a lower class in the same series or in a "parallel" or closely related class.~~
- ~~B. A current employee who separated from a job class in good standing while holding a permanent or probationary appointment may have his/her name placed as an additional unranked eligible on a certification in the same job class without examination, provided the written request is made within two (2) years from the employee's date of separation from the job class. Upon advance approval of the Director of the Division of Personnel the name may be placed on a certification for a parallel class or a lower class in the same series. Length of time on certifications shall not exceed two (2) years of rehire eligibility.~~
- ~~C. An employee who separated from State service in good standing may request to have his/her name placed as an unranked eligible on certifications for parallel classes, the same class or lower classes in the series.~~

11.07 Transfer.

- A. An employee, except a provisional employee, may apply request a transfer and have his/her name placed on a certification as an unranked eligible to for and be transferred to a position in the same class, or to a "parallel" or closely related job class at the same pay range in State service. Such request may be made by submitting the request on an Employer provided transfer form to the Division of Personnel. If the request for transfer is restricted to the employee's own department and is in the same job class, the employee may make such request through departmental channels and may be appointed without recruitment or application. ~~Transfers including transfers subject to paragraph B, may be effected without certification.~~
- B. Transfers to a "parallel" or closely related job class outside of the employee's own department may be appointed without recruitment or application. ~~Placement on a certification for, or transfers to, a parallel job class may be made only upon approval of the Director of the Division of Personnel after the Director has determined that the employee possesses the necessary qualifications and the job classes involved are "parallel" or closely related.~~
- C. The status, step placement and all accrued employee benefits of a transferred employee who accepts a position in the same or a closely related job class shall remain unchanged and the length of service with the State shall remain unbroken.
- D. A transfer to be effected for the "good of the service" without the voluntary consent of the employee must be approved by the Director of the Division of Personnel. For purposes of this Section any movement within an agency which entails neither a change in job class nor a change of location outside the local geographic area shall be considered a change of assignment and shall not be considered a transfer.

If the spouse of an employee transferred for the "good of the service" in accordance with this section is also a bargaining unit member, he or she shall be granted out-of-order layoff rights to their current job class, pursuant to Article 12.

- E. The voluntary transfer of an employee within an agency or between agencies may be made at the discretion of the appointing authority(ies).
- F. For purposes of this Section, an employee's request for transfer does not require the approval of the employee's supervisor; ~~and an employee's supervisor cannot have an employee's name removed from the eligible list as a transfer.~~
- G. An employee may be appointed to a job class at the same range as the employee currently holds where the classes are not "parallel" or closely related by selection from an eligible list. Such action shall not be considered a transfer for purposes of this section. An employee accepting such appointment shall remain at the same step in the range and all accrued employee benefits shall remain unchanged and the length of service with the State shall remain unbroken except that the employee shall serve a new probationary period and have a new anniversary date.

The parties agree that an employee with permanent status who accepts such an appointment may not be dismissed from State service without right of appeal through arbitration.

11.08 Demotion.

- A. Involuntary Demotion for Cause. An appointing authority may demote an employee holding permanent status in the job class from which demoted only for just cause. The demoted employee shall be furnished with a statement in writing setting forth reasons for the demotion.
- B. Involuntary Demotion for Failure to Complete a Probationary Period. An employee holding permanent status in a job class but serving a new probationary period in a job class in the same or "parallel" or closely related class series may be demoted after notice of ~~unsatisfactory performance failure to complete probation~~ without right of appeal ~~of the demotion~~ under the terms of Article 16 of this Agreement. Every effort shall be made to notify the employee that the probationary period will not be successfully completed at least ~~fourteen (14) ten (10 working days~~ prior to its expiration. Whatever the reason, failure to give ~~fourteen (14) ten (10 working days~~ notice does not mean that the employee gains permanent status ~~thereby~~.
- C. Voluntary Demotion:
 - 1. An employee holding permanent status in a class may request a voluntary demotion to a lower class in the same or "parallel" or closely related class series and shall retain permanent status in the lower class. Prior to making an appointment to a position in a lower class not in the same class series the appointing authority may ask the Director of the Division of Personnel to determine if the lower class is closely related and can be considered the same class series.
 - 2. An appointment to a lower class not in the same or closely related class series shall not be regarded as a voluntary demotion. In these circumstances, an employee will be selected from an eligible list ~~certification~~ and shall be subject to the applicable probationary period in the lower class and shall have a new merit anniversary date established.

- D. Demotion Through Reclassification. An employee whose position is reclassified downward and who receives a demotion as a result thereof shall be paid in accordance with Section Article 21.06.F, and the employee's status shall remain unchanged.
- E. Demotion in Lieu of Layoff. An employee who accepts a demotion in lieu of layoff will be subject to the provisions of Section 11.08.C. Such an employee retains primary layoff rights in the class from which he/she accepted demotion.

11.09 Resignation.

- A. Resignation from State Service. A bargaining unit member may resign from the State by presenting the resignation in writing to the member's first (1st) level supervisor outside the bargaining unit. To resign in good standing the bargaining unit member must give the supervisor at least ~~fourteen (14)~~ ten (10) working days notice. After such resignation has been presented it may be withdrawn only by written mutual agreement of the parties.
- B. Resignation From a Position. A bargaining unit member may resign from a position to accept appointment to another position in the classified service by submitting written notice to the member's first (1st) level supervisor outside the bargaining unit. A member may withdraw such resignation at any time prior to its effective date unless an appointment to the position has been made.

ARTICLE 12 LAYOFF

12.01 General Provisions.

- A. The Employer may layoff an employee who holds a substitute appointment when the incumbent returns to the position, or by reason of abolition of the position, shortage of work or funds or other reasons outside of the employee's control which do not reflect discredit on the services of the employee. The name of such an employee shall remain on the layoff list for a period of three (3) years, except as otherwise provided in this Article.
- B. No permanent or probationary employee in the bargaining unit shall be laid off while there are emergency, nonpermanent or provisional personnel serving in the same agency and location in the same job class or other job classes performing work to which the permanent or probationary employee could reasonably be assigned consistent with the needs of the agency.
- C. Change in Status in Lieu of Layoff. An employee who is the incumbent of a position for which the status is changed (e.g., from full-time to part-time or seasonal) may elect to remain the incumbent of that position in lieu of layoff. Subject to the following provisions, the employee will retain layoff rights to the original position:
 - 1. Upon a change in the status of an occupied position, the Employer will give at least ~~two (2) weeks~~ ten working days written notice of the effective date of layoff, including the position to which the employee has an election to demote and displace. Within ten (10) working days following a receipt of the layoff notice, the employee will advise the Employer of the decision either to exercise layoff rights or to accept a change in position status.

2. If an employee elects to accept a change in position status, the employee shall be placed on the layoff list for the division, location, classification and position status originally held. The employee is eligible for ~~certification~~ appointment and recall rights associated with that layoff list and is subject to all conditions accompanying those rights. The employee may submit a statement restricting the conditions under which the employee will be available for recall. These conditions are limited to department and location and status of employment with one exception: in instances in which a classification has formal, distinct options under one (1) job class title and is so certified on registers, the employee may restrict recall rights to specific options (other than from which laid off) provided the employee meets the minimum qualifications for those options. No other layoff rights will apply to employees in this situation.
- D. **Reclassification.** The parties agree that in instances in which a position is reclassified to another job class based on duties which have been, are, and will be performed by the current employee, the provisions of this Article regarding "Rights of Laid-Off Employees" shall not apply and the incumbent shall retain the reclassified position, provided only that there is no one on the organizational unit layoff list for the job class to which the subject position is to be classified. In the latter case, the provisions of this Article shall apply.
- E. For purposes of this Article, all positions in a class series covered by a flexible staffing agreement approved by the Division of Personnel shall be treated as a single class for purposes of layoff and recall. In the event of a vacancy in any job classification covered by a flexible staffing agreement, any position so filled will be classified at the level of the employee recalled, effective on the date of recall. Reclassification of a filled position covered by an approved flexible staffing agreement shall not be considered a vacancy.

12.02 Organizational Units.

A. Structure.

1. The basic subdivision of agencies into organizational units for layoff purposes for positions in this bargaining unit shall be the following:
 - a. Division
 - b. Location
 - c. Job Classification Series
 - d. Position Status
 2. Organizational units shall not be structured for the purpose of constructively discharging specific employees.
 3. Changes to these units may be approved by the Director of the Division of Personnel for compelling business reasons and in accordance with 2 AAC 07.800 ~~as it existed on January 1, 1994.~~
 4. Copies of requests for organizational units shall be provided to the Union upon receipt by the Division of Personnel. Copies of organizational units subsequently approved will be provided to the Union simultaneously with notice to an agency.
- B. The Union may request the Commissioner of the Department of Administration to review the decision of the Director of the Division of Personnel regarding changes to organizational units. Such requests shall be in writing and must be delivered to the Commissioner of the Department of Administration within ten (10) working days of receipt of a copy of an approved change. The Commissioner of the Department of Administration shall review the action of the

Director of the Division of Personnel and shall advise the Union of the results of that review in writing within ten (10) working days of receipt of the request. This shall be the sole means of reviewing organizational units for layoff except that the Union is not precluded from filing grievances alleging that organizational units have been structured for purposes of constructively discharging specific employees.

- C. The parties recognize that all affected employees must be informed of existing layoff units and changes to layoff units. Copies of approved organizational units must either be posted or copies distributed to notify affected employees of the recognition of layoff units. Upon request, each employee shall promptly be given a copy of the employee's approved organizational unit.
- D. An organizational unit must be approved at least thirty (30) calendar days before a notice of layoff is sent to any employee in the affected unit.

12.03 Order of Layoff.

- A. In instances where computation of layoff seniority and the establishment of a layoff order are required, the Director of the Division of Personnel shall certify a list to the appointing authority with a copy to the Union headquarters.
- B. Layoff seniority shall be computed based upon the employee's length of probationary/permanent time in the classified service.
- C. 1. Once the Employer identifies the position it intends to vacate, the following procedure applies:
 - a. the employee with the least layoff seniority in the organizational unit may elect to displace the employee with the least layoff seniority in the next lower job class of the organizational unit provided that the employee in the higher job class has more layoff seniority.
 - b. If no employee in the next lower job class of the organizational unit has less layoff seniority than the employee being laid off, each lower job class shall be reviewed until the series is exhausted.
 - c. If an employee is displaced, the bumping procedures of Section 12.03 C.1 shall apply.

If after following this procedure no employee was eligible to be displaced and there were fewer than five (5) employees in the next lower job class of the organizational unit, then Section 12.03 C.2 shall apply.

- 2. The "location" will be expanded, normally concentrically, until five (5) employees in the next lower job class are included, providing that all employees within the job class at any location from which one (1) employee is required shall also be included in the expanded organizational unit. If no employee in the next lower job class of the expanded organizational unit has less layoff seniority than the employee being laid off, each lower job class shall be reviewed until the series is exhausted. If any employee in a lower job class at the expanded location has less layoff seniority and is displaced, the provisions of Section 12.03C.1 shall apply.

Geographic expansion to obtain five (5) employees in the next lower job class shall not be considered a new or revised organizational unit within the meaning of this Agreement and shall not require approval, posting or notice for the thirty (30) calendar days as provided

for elsewhere in this Article. Geographic expansion will take into consideration similarity of duties and the needs of the State.

- D. Upon receipt of the layoff notice and the job class and location in which he or she may exercise an election, the employee to be laid off shall have ten (10) working days to exercise such election to displace an employee under the terms of Section 12.03.C. If electing to displace an employee in a lower classification in the series, he or she shall be placed at the appropriate range at his or her existing step and the merit anniversary date shall remain unchanged. Upon recall to the original job class, the employee's salary shall be adjusted upward, step for step, to the appropriate range. Each employee displaced by this procedure shall have the right to use this procedure.
- E. The order of layoff shall be:
1. Employees shall be listed in ascending order of layoff seniority. The employee with the least layoff seniority shall be laid off first (1st), the second ~~(2nd)~~ employee second (2nd), etc.
 2. Super Seniority: Those employees Union Stewards entitled to super seniority under the terms of this Agreement shall head the seniority list and shall be the last to be laid off in the organizational unit.
 3. Ties: If two (2) or more employees have identical layoff seniority, the order of layoff shall be determined by the following:
 - a. Veterans' Preference per AS 39.25.450(19) 159. A veteran shall be given preference for the position over a nonveteran.
 - b. Layoff seniority in the class series from which laid off.
 - c. If a case cannot be determined by the application of a or b, it shall be at the Employer's discretion to determine which of the two (2) or more employees to lay off.

12.04 Notification.

- A. In every case of the layoff of any permanent employee, the appointing authority shall make every effort to give written notice to the employee at least thirty (30) calendar days in advance of the effective date of the layoff. The appointing authority shall give at least ~~two (2) weeks~~ ten working days written notice.
- B. In every case of the layoff of a probationary employee, the appointing authority shall make every effort to give written notice to the employee at least ~~two (2) weeks~~ ten working days in advance of the effective date of the layoff.
- C. The employing department's personnel section shall be available to provide counseling and assistance to affected employees. This includes assistance in seeking other employment and advice as to the employee's rights and benefits.

12.05 Rights of Laid-Off Employees.

No provision of this Agreement shall be construed to interfere with the rights of injured workers pursuant to AS 39.25.158 and AS 23.40.075.

- A. Certification and Recall

1. A laid-off employee shall be placed on the layoff list ~~for certification purposes~~. When a ~~certification is requested~~, vacancy occurs the appointing authority may only appoint the one (1) employee highest on the layoff list for that organizational unit in that job class ~~shall be certified for the vacancy~~.
2. If no organizational unit layoff list exists or if such eligible employees decline appointment or are not available and the reason ~~for the certification filling a position is not because of a reclassification of a filled position pursuant to Section 12.01.D above~~, the appointing authority may only appoint the one (1) employee highest on the layoff list for that department in that job class ~~shall be certified for the vacancy~~.
3. If no departmental layoff list exists or if such eligible employees decline appointment or are not available, the appointing authority may only appoint the one (1) employee highest on the layoff list of other agencies for the same job class ~~shall be certified for the vacancy~~.
4. The order for return from layoff shall be the inverse of the order of layoff seniority. If two (2) or more laid-off employees in the same job class have identical layoff seniority, the job will be offered first:
 - a. To the employee who has been on layoff the longest; then
 - b. To the employee who meets the legal definition of veteran for purposes of veterans' preference.
 - c. In any case which cannot be determined by the application of a and b above, it shall be at management's discretion to determine which of the two (2) or more laid-off employees to recall.
5. The parties recognize the obligation to make good faith efforts to reemploy laid-off employees; it is not until all qualified laid-off employees have been offered the position ~~certified one (1) at a time and are not available or otherwise decline the position that the applicable competitive lists will be certified~~ Employer may fill the position pursuant to Article 10.
6. An employee may submit a statement restricting the conditions under which the employee will be available for recall. These conditions are limited to department, location and status of employment with one exception: in instances in which a job class has formal, distinct options under one (1) job class title and is so ~~certified~~ indicated on registers, recall rights may be restricted to specific options (other than from which laid off) by the employee provided the employee meets the minimum qualifications for those options. The Employer will request information concerning restrictions of conditions of availability from each employee at the time of layoff.

In accordance with Article 10.02.C of this agreement, a bargaining unit member may file a written statement at any time during the duration of eligibility modifying a prior statement as to conditions under which the bargaining unit member will be available for employment. No such change will be made without prior written notice to the Director of the Division of Personnel.

7. If an employee does not file a written statement concerning restrictions of conditions of availability, the Employer will place the employee on layoff status for the department, location, classification and position status from which laid off.

8. A laid-off employee who receives a recall offer consistent with the employee's designated conditions of availability must accept that offer or lose all layoff rights.
9. For any recall from layoff which entails a change of duty station, the employee shall be responsible for any travel or moving expenses incurred, unless otherwise authorized by the employer.
10. Employees in lay-off status may accept any non-permanent appointment and still retain recall rights.
11. For purposes of applying for other job classes, a probationary or permanent employee in layoff status shall be treated as if still working.

~~B. Applications for job classes other than that from which laid off:~~

- ~~1. For purposes of applying for other job classes, a probationary or permanent employee in layoff status shall be treated as if still working.~~
 - ~~a. An employee may request to be placed on the eligible list for lower level jobs in the same class series as a rehire in the same manner as current employees.~~
 - ~~b. A laid off employee may request to be placed on the eligible list for a parallel job class as a transfer with the advance approval of the Director of the Division of Personnel.~~
- ~~2. In all cases a laid off employee shall be identified as an employee covered by the Agreement.~~
- ~~3. An employee who has received written notice of layoff may submit applications for no more than ten (10) job classes for priority examination under the following conditions:~~
 - ~~a. applications may be made to any job class for which a register is maintained whether that class is currently open or closed for recruitment;~~
 - ~~b. each application must be accompanied by a copy of the notice of layoff;~~
 - ~~c. applications must be submitted as a single package to the Personnel Section at the employing department in order to receive priority examination;~~
 - ~~d. every effort will be made to examine applications within two (2) weeks of receipt by the Division of Personnel/OEEO;~~
 - ~~e. rights to priority examination of applications shall exist from the date the notice of layoff is received by the employee.~~
- ~~4. In the event the Division of Personnel/OEEO receives written notification from the Human Resources Manager of the employing department that the layoff has been rescinded, any unexamined applications from the employee shall not be examined on a priority basis.~~
- ~~5. Applications shall not be accepted for job classes from which an employee was dismissed, resigned in lieu of dismissal or was not recommended for rehire in the classification.~~

G.B. Sick Leave and Health Benefits

1. Return from layoff anytime within the three (3) year period restores the employee's entire sick leave balance.
2. A laid-off employee may pay the State's insurance coverage for the period of three (3) years while not employed.

~~C. Special Recruitment Procedures Under Severe Reductions in Force~~

1. On a monthly basis, the State will certify the number of bargaining unit members in layoff status. If during the surveyed month, reductions in force have generated a group of employees in layoff status within a job classification family, as determined by the Director of Personnel, equal to 1.5% of the total number of bargaining unit positions within that job classification family as displayed in the prior year's Alaska Budget Systems Personal Services Reconciliation Report, the State will close open recruitment for positions within that job class family(s) for the following month.
2. Closure of open recruitment will be implemented as follows:
 - A. All bargaining unit positions within that job family that are not filled by individuals in layoff status returning to positions under subsection A will be opened for recruitment under Workplace Alaska (WPA) for bargaining unit members who have been laid off from parallel or closely related classifications. All determinations regarding whether or not classifications and positions are parallel or closely related will be made by the Director of Personnel, or designee.
 - B. Bargaining unit positions under this subsection will be listed under WPA for a minimum of five (5) work days.
 - C. All positions listed in WPA will specifically include the minimum required qualifications for the position.
 - D. WPA will accept applications from all eligible employees under this subsection following normal procedures.
 - E. During the five (5) day period, only those applications submitted by eligible employees in layoff status will be made available for consideration to the hiring manager(s).
 - F. The hiring manager(s) must select an applicant from the pool or certify that no one in the pool meets the minimum qualifications and can perform the essential functions of the position.
 - G. If the hiring manager determines that there are no qualified applicants in the pool, applications from individuals who are not in layoff status will be made available to the hiring authority for consideration.
 - H. Determinations regarding parallel or closely related job classes, the meeting of minimum qualifications, and the ability to perform the essential functions of

a position shall be at the discretion of the Employer and can only be redressed through the complaint procedure contained in Article 15.01 of this Agreement.

12.06 Return of a Laid-Off Employee. An employee who has accepted a position for an interim period at a lower salary range than that from which laid off who is then returned to the salary range from which laid off, is entitled to a step placement based on creditable State service or such higher step as approved in advance by the Director of the Division of Personnel.

12.07 Termination of Recall Rights. An employee's rights to be recalled from layoff will terminate when any of the following occur:

1. the employee resigns from State service;
2. the employee is appointed to a job class at the same or higher salary range than the job class from which laid off;
3. the employee fails to accept a recall offer consistent with the employee's designated conditions of availability for recall from layoff;
4. the employee has been in layoff status for three (3) years.
5. the employee files an application for PERS retirement contributions refund; withdrawals of SBS shall not terminate Recall Rights;
6. The employee has failed to respond to a written recall notice of the Director of the Division of Personnel within the time limits specified below. Time limits shall be applied from the date the inquiry is sent provided that the last day for the receipt of the response shall be on a work day:
 - a. Fourteen (14) calendar days when the employee resides outside Alaska, or
 - b. Ten (10) calendar days when the employee reside within Alaska.
7. Has failed to promptly advise the Director of the Division of Personnel in writing of the current mailing address. For this purpose the return of a letter by the postal authorities, if properly addressed to the last address on record, shall be deemed sufficient grounds for removal.

12.08 The Director of the Division of Personnel shall provided written notice to a bargaining unit member permanently removed from, the layoff list, except in those cases where removal is automatic, such as expiration of eligibility.

ARTICLE 13 CONTRACTING OUT

13.01 Feasibility Studies.

- A. The Employer has the right at all times to analyze its operation for the purpose of identifying cost-saving opportunities.
- B. Decisions to contract out shall be made only after the affected agency has conducted a feasibility study determining the potential costs and benefits which would result from

contracting out the work in question. The Employer agrees to notify the Union within two (2) weeks of its decision to initiate a study, or, in the alternative, that it intends to review operational analyses for purposes of contracting out work. Such operating analyses shall constitute a feasibility study under this Article. Notice to the Union shall include the job classifications and work areas affected.

- C. Notification by the Employer to the Union of the results of the feasibility study will include all pertinent statistical and analytical information which the Employer will consider in making its decision regarding contracting out the work, including but not limited to the total cost savings the Employer anticipates.
- D.
 - 1. The Employer shall notify the Union of its final decision regarding contracting out.
 - 2. If the Employer decides to contract out and such contracting out will result in the direct displacement of employees, the Employer shall provide the Union with no less than thirty (30) calendar days notice that it intends to contract out bargaining unit work.
 - 3. The Union may then submit an alternate plan that is to include potential costs and benefits. The alternate plan will be given fair consideration by the Employer, provided the plan is submitted not more than fifteen (15) calendar days after the Union has received the notice of intent to contract out. During this thirty (30) calendar day period, the Union shall have the opportunity to discuss the placement of affected employees.
- E. No employees shall be laid off and their work contracted out unless the feasibility study shows that contracting out would cost the Employer less.

13.02 Effect on Employees.

- A. Once the Employer makes a decision to contract out work that will result in the direct displacement of employees, it will make a good faith effort to place employees elsewhere in State government in the following order of priority: 1) within the division, 2) within the department, or 3) within State service generally.
- C. In the event employees must be displaced as a result of contracting out, such displacement shall be made in accordance with the layoff provisions of this Agreement.

ARTICLE 14 NOTICE OF DISCIPLINE AND DISCHARGE

- A. Discipline and discharge shall be for just cause.
- B. In cases of discipline, suspension or demotion, the Employer shall notify the bargaining unit member and the Union of the reasons for the action concurrent with commencement of the action.
- D. The Employer agrees that with the exception of instances of egregious misconduct, including but not limited to gross disobedience, dishonesty, chemical or alcohol intoxication, physical misconduct, abusive or lewd behavior, the unauthorized possession, viewing or accessing pornography or lewd materials at work, or abandonment of duties, all permanent employees shall be given two (2) weeks notice or two (2) weeks pay prior to discharge. The employee shall be notified in writing of the reasons for discharge at the time of or prior to ~~termination~~

separation. The Union shall be furnished with a copy of the reasons for discharge concurrent with commencement of the action.

ARTICLE 15 COMPLAINT RESOLUTION PROCESS

15.01 Individual Complaints.

- A. A complaint is defined as: (1) any controversy, dispute or disagreement arising between the Union or an employee(s) and the Employer which does not concern the application or interpretation of the terms of this Agreement, or (2) is the appeal of the discharge, demotion or suspension of a probationary employee not holding permanent status in another classification or (3) is a controversy, dispute or disagreement with respect to long-term nonpermanent employment. Such matters are not included in the definition of grievances as set out in Article 16. The following shall be the sole means of settling complaints.
- B. A complaint must be brought to the attention of the Employer, consistent with the procedures set forth in this Article, within fifteen (15) working days of the effective date of the action or inaction or the date the employee or long-term nonpermanent is made aware of such action or inaction, whichever is later. Deadlines for submission of a complaint at succeeding steps shall be counted from the date of receipt of a response from the Employer, or the date the response is due, whichever is earlier. Date of receipt of a complaint or response shall be either seven (7) calendar days following date of postmark or the date of a signed verification of receipt.
- C. If the Employer fails to render a decision within the allotted time, the complaint may be advanced to the next step by the Union. Allotted time frames may be extended by mutual agreement.
- D. Complaints shall be processed on forms provided by the Employer and agreed to by the Employer and the Union.
- E. The complaint will state the facts from which it arises, the rules, procedures or conditions which should be considered and the remedy requested. Adjustments to complaints shall not conflict with this Agreement or applicable written policies, laws or regulations. Appeals shall be in writing with a copy of the original complaint attached.
- F. Procedure
 - 1. Complaints will be presented on the provided forms by the employee, long-term nonpermanent, Union Steward, or Union Representative to the first (1st) level supervisor outside the bargaining unit. The complaint may be adjusted with or without the participation of the Union provided that the complainant has not been denied the opportunity of representation. The supervisor shall respond in writing to the complainant, steward or Union representative within ten (10) working days.
 - 2. If the response is unsatisfactory, ~~the steward or Union representative may appeal to the Division Director Human Resources Manager of the department or agency in which the complainant is employed within ten (10) working days after the supervisor's response from Step One is due or received.~~ The Division Director Human Resources Manager shall respond in writing to ~~the steward or the Union representative within ten (10) fifteen (15) working days of receipt of the appeal.~~
 - 3. ~~Failing agreement, the Union representative may present the appeal to the Human Resources Manager of the department or agency in which the complainant is employed within ten (10) working days after the response is due or received. The Human Resources Manager shall respond in writing to the Union representative within ten (10) working days after receipt of the appeal.~~
 - 3. 4. Failing agreement, the appeal may be presented to the Commissioner of the Department of Administration within ~~ten (10) fifteen (15) working days after the response from Step Two is~~ due or received.

Upon request of the Union, a meeting and/or teleconference, between the complainant, the Union representative and the Commissioner or his/her designee will be convened in order to attempt to resolve the ~~discuss the~~ complaint. The Steward may also be present at the meeting. The Commissioner shall respond in writing to the Union representative within twenty (20) working days of receipt of the appeal or the date of the meeting, if held, whichever is later. The decision of the Commissioner of the Department of Administration, ~~if held~~ is final and shall ~~settle~~ conclude the ~~matter~~ complaint appeal.

15.02 Group Complaints.

Complaints which involve more than one (1) complainant may be filed at the level which encompasses all known affected employees and long-term nonpermanents and, if necessary, may be appealed upward from that level until final settlement by the Commissioner of the Department of Administration. Time limits and procedures shall be as for individual complaints set out above.

15.03 Conversion to a Grievance.

If in the opinion of the Union Representative a matter initially filed as a complaint under Section 15.01 (A.) does involve the application or interpretation of this Agreement, the complaint may be converted to a Step Two, grievance at or before Step Three of the complaint procedure. The new grievance must be filed on a grievance form with copies of the complaint and all responses attached. Nothing in this section shall limit the Employer's right to raise questions of arbitrability.

ARTICLE 16 GRIEVANCE - ARBITRATION

16.01 Procedure.

- A. A grievance shall be defined as any controversy or dispute involving the application or interpretation of the terms of this Agreement arising between the Union or an employee or employees and the Employer. The parties agree that they will promptly attempt to adjust all grievances arising between them. The Union or the aggrieved employee or employees shall use the following procedure as the sole means of settling grievances, except where alternative dispute resolution and appeal procedures have otherwise been agreed to in this collective bargaining agreement, in which case the applicable alternative procedure shall be the exclusive appeal process available to the employee or employees.
- B. Any grievance must be brought to the attention of the Employer, consistent with the procedures set forth in this Article, within fifteen (15) working days of the effective date of the disputed action or inaction or the date the employee is made aware of the action or inaction, whichever is later.
- C. If the Employer fails to render a decision in the allotted time frame, the grievance may be advanced to the next step of the procedure by the Union.
- D. Allotted time frames may be extended by mutual agreement. Deadlines for submission of a grievance at Step Two and above shall be counted from the date of receipt of a response from the Employer, or the date the response is due, whichever is earlier. Date of receipt of a grievance or response shall be either seven (7) calendar days following date of postmark or the date of a signed verification of receipt. All mailed material relating to Steps Two, Three, and Four of a grievance shall be accomplished through a proof of receipt method.

- E. Grievances shall be processed on forms provided by the Employer. The grievance shall state the facts giving rise to the grievance, the provisions of the Agreement that have been violated, and the remedy requested.
- F. Grievances settled in writing at Step One found to be contradictory to statute or the Alaska Administrative Code may be reopened through a written notice to the Union within thirty (30) calendar days from the date of the written settlement. Grievances reopened in this manner shall proceed immediately to Step Two of the grievance procedure.

G. Employee Option.

- 1. It is desired that differences between employees and supervisors be resolved as quickly and satisfactorily as possible. To achieve this goal, employees are encouraged to discuss such differences with their supervisor as soon as possible after they are aware of the event leading to the difference and prior to the filing of a grievance. Supervisors are similarly encouraged to be responsive to such discussion. Adjustments may not conflict with this Agreement or applicable written laws or regulations and shall not be precedential.
- 2. Such discussion is at the employee's option. Regardless of whether this option is exercised the time limits for filing a grievance shall be adhered to. This means that if the supervisor has not responded or if the employee is not satisfied with the supervisor's response, the employee must file a written grievance at Step One within the time limits set forth at Step One.

H. Union Representatives may file an initial grievance at an advanced step of the grievance procedure with the prior approval of the Labor Relations Section of the Department of Administration.

H.I. Grievance Steps.

1. Step One:

- a. Within fifteen (15) working days of the disputed action or inaction, or the date the employee is made aware of the action or inaction, whichever is later, the aggrieved employee, Union Representative or steward may submit a grievance in writing to the employee's first (1st) level supervisor outside of the bargaining unit.
- b. The supervisor shall attempt to resolve ~~and implement~~ the matter and report the decision to the employee, Union Representative and/or steward in writing within ten (10) working days of its presentation.

2. Step Two: Failing to settle the grievance at Step One, the appeal will be submitted by the Union Representative to the Human Resources Manager of the department or agency in which the grievant is employed within ten (10) working days after the response from Step One is due or received. The Human Resources Manager shall respond in writing to the Union Representative within fifteen (15) working days after receipt of the appeal.

3. Step Three: Failing to settle the grievance at Step Two, the appeal will be submitted by the Union Representative in writing to the Commissioner of the Department of Administration within ~~ten (10)~~ fifteen (15) working days after the response from Step Two is due or received. The Commissioner of the Department of Administration shall respond in writing to the Union Representative within twenty (20) working days after receipt of the appeal.

4. Step Four: Any grievance which is not settled at Step Three may be submitted to arbitration for settlement. This ~~request~~ demand for arbitration must be submitted to the Director of the Division of Personnel in writing within twenty (20) working days after the response from Step Three is due or received. The Union shall state specifically which Article(s) and Section(s) the State may have violated and the manner in which the violation is alleged to have occurred. The parties will meet within twenty (20) calendar days after receipt of the ~~request~~ demand for arbitration to strike names and make arrangements to contact the arbitrator about scheduling the hearing. The Union shall contact the State to strike names.

16.02 Board of Arbitration.

- A. Within thirty (30) calendar days of the signing of this Agreement, the Employer and the Union will jointly request from the U.S. Federal Mediation and Conciliation Service (USFMCS) the names of ~~24~~ 30 qualified arbitrators. Each party may add up to three names to the list provided by the USFMCS. From the list of ~~24~~ arbitrators the Employer and the Union shall alternately strike from the list one name at a time until 11 names remain on the list. This list of 11 arbitrators shall be used by the parties to select individual arbitrators for hearings. This does not preclude the parties from compiling a mutually agreeable list without the assistance of USFMCS.
- B. For each hearing, the parties will select the arbitrator by alternately striking one (1) name at a time until only one (1) name remains on the list. The parties will alternate on striking the first (1st) name. The name of the arbitrator remaining on the list shall be accepted by the parties as the arbitrator, and arbitration shall commence on a mutually acceptable date. Alternatively, the parties may select an arbitrator by mutual agreement.
- C. Pre-Submission Meeting. No later than seven (7) working days prior to the scheduled arbitration meeting, the parties shall meet to exchange information and to attempt to agree on the phrasing of the question(s) to be submitted to the arbitrator. Each party shall inform the other of any witnesses it intends to present testimony at the hearing. It is the intention of the parties that post hearing briefs not normally be written. If either party believes it necessary to write a brief in the upcoming case, it will so inform the other party.

16.03 Authority of the Arbitrator.

- A. Questions of arbitrability shall be decided by the arbitrator. The arbitrator shall make a preliminary determination on the question of arbitrability. Once a determination is made that the matter is arbitrable or if such preliminary determination cannot reasonably be made, the arbitrator shall then proceed to hear the merits of the dispute.
- B. The parties agree that the decision or award of the arbitrator shall be final and binding. The arbitrator shall have no authority to rule contrary to, amend, add to, subtract from or eliminate any of the terms of this Agreement. The arbitrator shall have no power to modify a penalty or other management action except by finding a contractual violation.
- C. Expenses incident to the services of the arbitrator shall be borne as designated by the arbitrator. Normally, the losing party shall be expected to pay the arbitrator's expenses. If neither party can be considered the losing party, the arbitrator shall apportion expenses using the arbitration decision as a guide.
- D. Questions regarding discovery requests shall be decided by the arbitrator selected to hear the dispute.

16.04 Removal of Documents. Documents implementing penalties which are later reversed shall be removed from the employee's personnel file. This does not preclude the maintenance of such records in the Labor Relations' files, provided such documents shall not be forwarded to potential employers within or outside State government.

16.05 Arbitration Witnesses. A bargaining unit member who is required to appear as a witness for an arbitration proceeding for the Union shall be granted time off subject to the ASEA Union Business Leave Bank.

16.06 Disciplinary Grievance. All grievances resulting from dismissal, demotion for cause, or a single suspension in excess of thirty (30) calendar days shall be entered into the procedure at Step Two. Such grievances shall be brought to the attention of the Employer within fifteen (15) working days of the action or knowledge thereof.

16.07 Class Action Grievances.

- A. A class action grievance is a situation which affects two (2) or more employees in the same manner.
- B. Class action grievances shall be submitted by the steward or the Union Representative to the first (1st) level supervisor having jurisdiction over all grievants. Specifically, if a class comprises employees working in more than one (1) department, grievances shall be submitted at Step Three; if only one (1) department but more than one (1) division, grievances shall be submitted at Step Two; if only one (1) division but more than one (1) supervisor, grievances shall be submitted at Step Two.
- C. Class action grievances must identify grievants by name, job class and department to the extent possible.

16.08 Grievance Mediation. Nothing shall preclude the parties from mutually agreeing to submit any grievance(s) not resolved at Step Three to mediation.

Within thirty (30) calendar days of the signing of this Agreement, the Employer and the Union will jointly request from the U.S. Federal Mediation and Conciliation Service (USFMCS) the names of eleven qualified mediators with experience in public sector mediation. This does not preclude the parties from compiling a mutually agreeable list without the assistance of the USFMCS.

An agreement to submit a grievance to mediation shall provide that:

- A. A member of the contractual mediation panel shall be selected to serve as mediator in the same manner as the selection of an arbitrator in Section 16.02. If mediation does not resolve the dispute(s), the mediator shall not be selected to hear and decide the matter at Step Four (Arbitration).
- B. Neither party shall have more than three persons, including the grievant, present at the mediation. Bargaining unit members appearing at the mediation shall be granted time off subject to the ASEA Union Business Leave Bank.
- C. The taking of oaths and the examination of witnesses shall not be permitted nor shall any written or electronic record of the proceeding be made. There shall be no formal evidentiary rules and the mediator shall decide any questions of procedure or of the admissibility of facts or arguments. Documents and other evidence submitted to the mediator shall be returned to the presenting party at the conclusion of the mediation meetings.

- D. Comments, opinions, admissions and settlement offers of the parties or of the mediator shall not be admissible or in any manner referred to in any future arbitration, hearing or other matter.
- E. If the grievance(s) remain unresolved at the conclusion of the mediation meeting, the mediator will provide an oral statement to each party regarding how he/she would rule in the case based upon the evidence and argument presented.
- F. Expenses incident to the services of the mediator shall be borne equally by the Employer and the Union. Except for the expenses of the mediator, each party shall be responsible for its own costs and fees.
- G. Any mediation agreement shall provide for a specific extension of the time frames of Step Four (Arbitration) of this article, which may be modified by mutual agreement. Except as extended under authority of this provision, all time frames shall apply.
- H. The parties may agree to such other provisions as they deem proper and necessary to facilitate resolution of the dispute.

16.09 Expedited Arbitration. Nothing shall preclude the parties from mutually agreeing to submit any grievance(s) to expedited arbitration under the following procedures:

- A. The arbitrator(s) for expedited arbitration shall be chosen in the manner described in Section 16.02. The arbitrator chosen shall agree to the provisions herein or a new arbitrator shall be chosen.
- B. The parties shall submit the following to the arbitrator ten (10) working days before the hearing:
 - 1. A statement of the issue to which the parties stipulate.
 - 2. A listing of those facts to which the parties stipulate.
 - 3. All joint exhibits including a copy of the relevant collective bargaining agreement and a copy of this section.
 - 4. All arbitration decisions or other citations which either party considers relevant.
 - 5. Each party's statement of its position in the dispute. The parties shall agree to the nature of this statement in each dispute.
 - 6. The stipulation of the parties as to the length of time to be allocated to each party for presentation of its case including the direct and cross examination of witnesses. Normally the hearing shall be completed within one day.
- C. The hearing shall be conducted by the arbitrator in whatever manner will most expeditiously permit full presentation of the evidence and arguments of the parties.
- D. There shall be no post hearing briefs.
- E. The award shall be rendered promptly by the arbitrator.
- F. The award shall be in writing and shall be signed by the arbitrator. If the arbitrator determines that an opinion is necessary, it shall be in summary form.

- G. Expenses incident to the services of the arbitrator shall be borne as designated by the arbitrator. Normally, the losing party shall be expected to pay the arbitrator's expenses. If neither party can be considered the losing party, the arbitrator shall apportion expenses using the arbitration decision as a guide.
- H. The parties may agree to modify or amend these provisions as they deem proper and necessary to facilitate resolution of a dispute.

ARTICLE 17 CLASSIFICATION REVIEWS

The procedures in this Article shall be the sole and exclusive method for settling any dispute concerning classification matters.

17.01 Review of Individual Positions.

An employee may obtain a review of the classification of his/her position in the following manner:

- A. The Union shall submit a request for review, including that portion of a position description questionnaire (PDQ) completed by the employee, to the departmental personnel officer with a copy to the Director of the Division of Personnel.
- B. The completed PDQ will be reviewed in conjunction with existing class specifications for proper classification. Not later than thirty (30) calendar days following receipt of the request, the department shall submit its written analysis and recommendations to the Director of the Division of Personnel with a copy to the Union.
- C. If a departmental personnel office fails to respond within thirty (30) calendar days, the Union may advance the request to the Director of the Division of Personnel Commissioner of the Department of Administration within ~~five (5)~~ ten (10) working days of the due date.
- D. Within thirty (30) calendar days from the date of receipt of the department's recommendation or thirty (30) calendar days from the date the request was advanced by the Union, the ~~Director of the Division of Personnel~~ Commissioner of the Department of Administration shall review the PDQ in conjunction with the existing class specifications for proper allocation and the Commissioner of the Department of Administration ~~The Director of the Division of Personnel~~ shall render a decision and notify both the department and the Union. ~~of the decision.~~
- E. Reallocations shall be made effective in accord with 2 AAC 07.035. The effective date of any monetary increase shall be the first (1st) day of the first (1st) regular pay period following the determination of the Director of the Division of Personnel or Commissioner of the Department of Administration.
- F. No more than one (1) request may be processed for a position under this Article in any twelve (12) month period unless substantial changes in duties have occurred.
- G. If an individual is reclassified through the application of this Article, the employee may be granted early permanent status, subject to the provisions of Articles 11.02 A.1. and 11.02A.2.

17.02 Class or Class Series Reviews.

- A. When the Union believes that inequities exist in a class series, between series, or in the salary ranges assigned to such series, the Union may submit a written request to the Director of the Division of Personnel to meet and confer. Such written requests must be submitted within thirty (30) calendar days prior to or immediately subsequent to the beginning of the fiscal year.

- B. The Union shall have the opportunity to present its concerns, priorities, recommendations and justifications to the Director. The parties may agree to conduct a study. Failure to agree is not subject to the grievance-arbitration procedures of this Agreement.
- C. The Union may request reconsideration of the conclusions reached in this process by submitting such request in writing to the Commissioner of the Department of Administration ~~Director of the Division of Personnel~~, together with any additional information or argument, within ~~fourteen (14)~~ ten (10) working days after receipt of the initial decision. The Commissioner's ~~Director's~~ response shall be final and non-reviewable.

17.03 Access to Job Descriptions.

Upon request, each bargaining unit member shall promptly be given a copy of his/her position description ~~questionnaire~~ and class specification.

ARTICLE 18 PERFORMANCE EVALUATIONS AND INCENTIVES

18.01 Performance Evaluations.

- A. Employees in a probationary status shall receive written performance evaluations midway through and at the completion of the probationary period. Permanent employees not in a probationary status in a job class shall receive written evaluations on their merit anniversary date.
Evaluations shall become due fifteen (15) calendar days prior to the mid-probationary period, completion of probation and the merit anniversary date. The Employer will make every effort to see that the evaluations are received in a timely manner.
- 2. ~~If the evaluation is late, any performance incentive increase which is delayed due to the lateness of the evaluation shall be retroactive to the date the action was due.~~ The fact that an evaluation is late shall not delay the transition from probationary to permanent status.
- 3. It shall be the responsibility of the Employer to provide for uniformity of the application of standards by different rating officers by providing a the "Rater's Guide" to raters who have the responsibility for evaluating bargaining unit members.
Prior to signing and finalizing an evaluation, the rater will discuss the evaluation in draft form with the employee, in part to assist the employee in understanding the degree to which he or she is meeting the requirements of the position. Employees will not be required to concur with the performance evaluation report.
An employee who is dissatisfied with any written performance evaluation may, within ~~five (5)~~ ten (10) working days of discussing the evaluation with the rater and prior to finalization of that evaluation, make a written rebuttal to it which will be attached to the evaluation and become a part of the employee's personnel record.
- B. Employees may request a written performance evaluation at reasonable intervals.
- C. Nonpermanents will receive a written evaluation on completion of ninety (90) calendar days of employment or on termination, whichever comes first. The evaluation will be reviewed by the rater with the nonpermanent and become part of his or her record.
- D. Performance evaluations shall be placed in the bargaining unit member's personnel file.

18.02 Performance Incentives.

Performance incentives shall be based upon the appointing authority's evaluation of an employee's performance. Unless the Employer takes an affirmative action to deny a merit increase through a

performance evaluation, an employee shall be granted a merit increase to be effective on their merit anniversary date.

A performance incentive of one (1) step in the salary range may be given to an employee who has received an overall performance evaluation of "Acceptable" or better on the employee's merit anniversary date. The sixteenth (16th) day of the month following satisfactory completion of the probationary period shall constitute an employee's merit anniversary date, unless the employee enters the pay range above the minimum rate of pay, in which case the merit anniversary date shall be the sixteenth (16th) of the month following completion of one (1) year of service in the position.

Steps (b), (c), (d), (e), and (f) of the salary range shall be used for performance incentives where an employee has demonstrated satisfactory service of a progressively greater value to the State.

The merit anniversary date does not change when a performance incentive is not granted. If the employee's standard of performance reaches acceptable levels later in the merit year, the step increase may be granted effective the sixteenth (16th) of any month and no change in the merit anniversary date will result.

When an employee's level of work performance becomes less than "Acceptable," an interim performance evaluation may be prepared. When such an evaluation is prepared, and the level of performance does not reach "Acceptable" within the subsequent thirty (30) day period, one (1) salary step may be withdrawn on the sixteenth (16th) day of the month following completion of the thirty (30) day period, provided the employee's salary is not the entry step of the salary range. No more than one (1) salary step may be withdrawn in a twelve (12) month period. Before a personnel action withdrawing a salary step is prepared, the employee shall be notified in writing that the performance has not improved. If the employee's level of performance subsequently reaches "Acceptable," the salary step may be restored effective the sixteenth (16th) of the month following preparation of a performance evaluation report confirming the improved level of performance. Employees on longevity pay steps which were awarded under the provisions of AS 39.27.022 are not subject to the provisions of this rule.

The Employer will not establish a quota or percentage system to determine the number of performance incentive increases granted, but the parties agree to accept the standards, ~~provided in GG 77-36 dated September 27, 1979;~~ (incorporated as Appendix D B) and all subsequent written decisions issued by the neutral third (3rd) party pursuant to the performance incentive appeal process under this and prior agreements, for determining the granting or not granting of performance incentives.

11.03 Appeal Procedures.

In instances in which an employee has not been awarded a performance incentive, the following shall be the sole and exclusive method for resolution:

Level One:

The employee must appeal within fifteen (15) working days after receipt of a copy of the finalized evaluation which fails to grant a performance incentive. The appeal must be made in writing through the Union to the head of the employing department or agency, setting forth the reasons the employee disagrees with the Employer's action, and the appeal must bear a postmark or date stamp showing that it has been timely filed. The head of the employing department or agency shall respond in writing within fifteen (15) working days after receipt of the appeal.

Level Two:

In the event the matter is not resolved at Level One, the Union may advance the appeal to the Director of the Division of Personnel. The appeal must be submitted in writing within fifteen (15) working days after the response at Level One is due or received, whichever is earlier, and must include all evidence and arguments which the Union desires to be considered by the Director. The Director shall review the appeal in conjunction with the subject performance evaluation and any rebuttal thereto, the Level One appeal and response, pertinent related

performance documents and statements, the employee's job description and class specification.

The Director shall respond to the appeal in writing within ~~twenty (20)~~ fifteen (15) working days after receipt of the Level Two appeal. If the Director grants the appeal, the Union and the employing department or agency shall be so notified concurrently, together with the rationale for the Director's determination.

Level Three:

In the event that the Director does not grant the appeal, the Union may advance the appeal to the neutral third (3rd) party selected in accordance with the procedures below by submitting a written request to the Director of the Division of Personnel within ~~ten (10)~~ fifteen (15) working days after receipt of the denial at Level Two. The request may include additional argument in support of the Union's position, to which the Director may make a written response; neither party shall submit new evidence in conjunction with these written statements. The Director shall forward copies of the Level Two and Three appeals and responses to the neutral third (3rd) party within ~~ten (10)~~ fifteen (15) working days of receipt of the Union's request. The submission shall include all documents and written arguments reviewed by the Director at Level Two. Any dispute concerning the admissibility or relevance of performance related documents shall be resolved by the neutral third (3rd) party at such time as the appeal is forwarded for final decision.

The neutral third (3rd) party shall render a written decision and rationale within thirty (30) calendar days after receipt of the appeal. The decision shall be binding and nonreviewable. Costs associated with the neutral third (3rd) party shall be borne equally by the parties.

Selection of a Neutral:

The Employer and the Union shall jointly select the neutral third (3rd) party. In the event that agreement has not been reached within thirty (30) calendar days after signing of the Agreement, the neutral shall be selected by alternately striking names from the list of arbitrators provided for in the grievance-arbitration article until one (1) name remains and that individual shall be appointed.

18.04 Performance Evaluation Disputes.

A. An employee who is dissatisfied with a written performance evaluation which denies a performance incentive may obtain a review of that evaluation solely through the procedures established in Section ~~3-18.03~~ of this Article.

B. A bargaining unit member who is dissatisfied with a written performance evaluation which does not involve the denial of a performance incentive and the overall effectiveness on the job is rated mid-acceptable or higher, may make a written rebuttal which will be, considered, attached to the evaluation, and will become a part of the employees personnel record. This shall be the sole and exclusive remedy for such disputes.

B. C A bargaining unit member who is dissatisfied with a written performance evaluation which does not involve the denial of a performance incentive and the overall effectiveness on the job is low-acceptable or lower may obtain review of that evaluation through the following procedure, which shall be the sole and exclusive remedy for such disputes.

1. Within thirty (30) calendar days after receipt of a copy of the finalized evaluation, the bargaining unit member must submit through the Union a written request to the Director of the Division of Personnel, Department of Administration, asking that the Director investigate allegations that the evaluation includes factual inaccuracies, or that in the preparation of the evaluation management has been arbitrary or capricious, or has been motivated by discrimination or bias. The appeal must bear a postmark or date stamp showing that it has been timely filed.
2. The written request must state specifically the allegations to be investigated and, to the degree that information in support of those allegations is known, identify the facts surrounding the controversy. The list of allegations to be investigated shall not be

- expanded after the initial submission to the Employer except by written mutual agreement of the parties.
3. Upon receipt of a written request, the Director shall transmit a copy to the Human Resources Manager of the employing department. The Human Resources Manager shall have thirty (30) calendar days to investigate the allegations and to make written recommendations to the Director regarding revision of the evaluation, with a copy to the Union. The Director of the Division of Personnel may grant an extension of up to thirty (30) calendar days to the employing department. If an extension is granted, the Director of the Division of Personnel will provide written notification to the Union.
 4. In the event the dispute is not resolved by the recommendations of the Human Resources Manager, the bargaining unit member through the Union shall submit a written request for informal hearing to the Director of the Division of Personnel within ten (10) working days after receipt of the Human Resources Manager's recommendations are due or received. Absent such a request, the Director shall adjust the evaluation in accord with the recommendations of the Human Resources Manager, provided that those recommendations are not in violation of law or regulation.
 5. If a hearing is requested, every reasonable effort will be made to schedule the hearing within thirty (30) calendar days of the request and in no case later than sixty (60) calendar days. Hearings will be conducted by the Director or designee, either face-to-face or by teleconference at the discretion of the Director. The bargaining unit member and the employing department shall have one (1) hour each to present additional testimony and documentary evidence, which will be considered by the Director or designee together with the bargaining unit member's initial request and the Human Resources Manager's recommendations.
 6. The Director shall issue a final decision within ~~fourteen (14)~~ ten (10) working days after the close of the informal hearing revising those contested facts found to be inaccurate. Other contested portions of the evaluation shall be revised upon a finding by the Director that in the preparation of the evaluation management has been arbitrary or capricious, or was motivated by discrimination or bias.

ARTICLE 19 HEALTH AND SECURITY

19.01 Employee Life Insurance. The Employer shall insure the life of every employee and long-term nonpermanent in the principal amount of two thousand dollars (\$2,000.00).

19.02 Travel and Accident Insurance. The Employer will insure the life of every employee and long-term nonpermanent against accidental death while ~~the employee is~~ traveling within the scope of ~~their~~ State employment in the amount of one hundred thousand dollars (\$100,000.00).

19.03 Health Insurance Benefit Plan

- A. It is the intent of the parties that the Union will provide an employee-directed health benefit plan through development of an independent health benefit trust (which may include participation in a health care coalition) or other appropriate delivery mechanism, beginning July 1, 2000. The Employer's contribution is five hundred fifteen dollars (\$515) per eligible employee per month, effective July 1, 2000.
- B. Subject to the Implementation of subsection A, effective July 1, 2001 the Employer contribution to the health benefit plan shall be increased in an amount not to exceed a total contribution of five hundred seventy-five dollars (\$575) per eligible employee per month.

- C. Subject to the implementation of subsection A, effective July 1, 2002 the Employer contribution to the health benefit plan shall be increased in an amount not to exceed a total contribution of six hundred thirty dollars (\$630) per eligible employee per month.
- D. At the Union's option, the implementation date provided in subsection A may be extended by written notice for a period of no more than six (6) months. The Employer shall contribute five hundred fifteen dollars (\$515.00) per eligible employee per month during this period toward the cost of a State provided health benefits plan.
- E. Eligible employees shall pay by payroll deduction any difference between the Employer contribution and the total premium required to provide the health care coverage for the employee, qualified spouse and dependents. Subject to satisfaction of applicable law and regulations, such employee contributions will be on a pre-tax basis.
- F. Up to four (4) Trustees representing the Union on the Board of the Employee Directed Health Benefits Plan shall each be provided with up to four (4) days of release time per fiscal year in accordance with Article 7 of this Agreement.
- G. As soon as practicable the parties agree to meet to work out the details of such issues as:
- 19 Pre and post employee directed plan COBRA health benefits coverage and payments,
 - 20 FMLA coverage(s),
 - 21 FMLA return to work coverage,
 - 22 Premium payment schedules and procedures to the employee directed plan,
 - 23 How the Division of Retirement and Benefits shall interface with the employee directed health benefits plan,
 - 24 Health Benefit plan details, and
 - 25 All other details that the parties deem necessary to effectuate the smooth transition to the employee directed health benefits plan.
- E. The Union shall provide the Employer with at least one hundred twenty (120) days advance notice of the implementation of the employee-directed health plan and the payroll deduction contributions attendant thereto. The Union shall provide at least sixty (60) days advance notice of any required change in uniform contribution and deduction rate changes. In the event that the plan is implemented with a single level of coverage and uniform contribution rates, but is subsequently converted to an elective coverage plan providing for varying deduction rates, the Union agrees to provide the Employer with at least one hundred twenty (120) days advance notice of the plan structure change (these days of notice to the employer may be shortened by mutual agreement of the parties).
- F. Premium Savings Rebate: In the event that the Union obtains or establishes a total premium cost per employee that is less than the per month Employer contributions described above, the Employer will remit fifty percent (50%) of the net savings to individual employees for the exclusive use as a pre-tax contribution to a Health Care Reimbursement Account, or such other distribution as may be determined by the Union, subject to applicable tax rules.
- G. Following conversion to an employee-directed health benefit plan as provided in subsection A above, and the liquidation of all liability for claims prior to conversion, the Employer shall transfer to the Union all unrestricted reserves which have accrued to the General Government Unit prior to the conversion date. All such reserves shall thereafter be the property of and used for benefit of the employee-directed plan. The Employer shall retain the liability for all group insurance claims arising prior to the date of conversion, and shall retain sufficient

reserves for 1) claims payments issued but not redeemed, 2) contingency reserve utilization, and 3) incurred but not reported claims. Upon the liquidation of all liability arising under the Employer provided group insurance, all remaining reserves shall be transferred to the employee-directed health plan; such transfer shall not be made for at least eighteen (18) months following the date of plan conversion.

H. Under no circumstances shall the State be responsible for the payment of any benefits or claims under the health and welfare or insurance plan(s) administered by the Union or its agents, successors or assignees. In consideration of receipt of the transferred funds, the State of Alaska shall be indemnified and held harmless from any and all claims and actions of whatever nature or consequence arising from the exemption of bargaining unit members from the State's group insurance plan, or claims for payments of, or failure to pay, or any other claims arising out of the transfer or management of funds or assets, or the administration of the plan or plans or benefits, or the exemption of the represented unit from the State's group health plan, including any claims arising from the non-coverage of eligible employees or qualified spouses and dependents. This agreement does not release the State from providing health benefits as specified in the collective bargaining agreement through June 30, 2000, or from forwarding contributions required by the collective bargaining agreement. By entering into this agreement, ASE/AFSCME Local 52 agrees to relieve the State of Alaska of any obligation to obtain, maintain or administer an insurance plan under AS 39.30.090 covering eligible bargaining unit members or qualified spouses and dependents. No dispute under or relating to such benefits or claims shall be subject to the grievance arbitration procedure in the collective bargaining agreement except an allegation that the Employer failed to make the agreed upon contributions. The Union agrees and undertakes to assure that any alternative health benefits plan or health and welfare plan implemented under this agreement is in compliance with all applicable federal and state laws and regulations. The parties acknowledge that discrepancies between employee eligibility and corresponding contributions will frequently arise and may exist in any month. The parties will exercise all due diligence in reconciling contributions and eligibility on a monthly basis, including adjustments of overpayments and underpayments as necessary.

19.04 Plan Access in the Workplace. If available, bargaining unit members may have reasonable use of State equipment to access, utilize, and review the health benefits plan at his or her work site.

ARTICLE 20 LEGAL TRUST FUND

In addition to the wage or salary paid under Article 21, the Employer agrees to pay the Alaska State Employee's Association Legal Trust Fund four dollars (\$4.00) per Bargaining Unit Member in pay status in the pay period for which the contribution is made. The payments are due within ten (10) working days after payroll run date.

The Fund shall be sponsored and administered by the Union. The Employer shall have no voice in the amount or type of service provided by this plan; however, services provided by the Fund shall not be used in actions involving, or in a position adverse to the State of Alaska. The Fund shall attempt to obtain the maximum service possible for the bargaining unit member.

This Article confers only the right to demand and enforce payment of the required contributions. Failure to remit the required contribution does not give rise to any grievance or cause of action by the Union, its members, or any other person for other harm or damages which might result. The

provision or retention of legal assistance under this Article is the sole and exclusive responsibility of the Union and/or the member.

Unless such actions are taken to demand and enforce payment by the State of the required contributions, the Union agrees to defend, indemnify and hold harmless the State against any and all legal actions, orders, judgments or other decisions rendered in any proceeding as a result of the implementation of this Article.

ARTICLE 21 WAGES

21.01 Wages.

- A. From July 1, ~~1996~~ 2000, through June 30, ~~1997~~ 2001, the following shall be the wage schedule for bargaining unit members who are subject to AS 23.40.200(a)(2) and (3) (Class Two and Three) occupying positions which are assigned to a normal workweek of thirty-seven and one-half (37.5) hours.

Range	Longevity Increments									
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
~~05~~	~~786.50~~	~~807.50~~	~~830.50~~	~~854.00~~	~~880.00~~	~~903.50~~	~~929.50~~	~~956.00~~	~~986.00~~	
~~1,017.00~~										
~~06~~	~~830.50~~	~~854.00~~	~~880.00~~	~~903.50~~	~~929.50~~	~~956.00~~	~~986.00~~	~~1,017.00~~	~~1,046.00~~	
~~1,078.50~~										
~~07~~	~~880.00~~	~~903.50~~	~~929.50~~	~~956.00~~	~~986.00~~	~~1,017.00~~	~~1,046.00~~	~~1,078.50~~	~~1,114.00~~	
~~1,145.00~~										
~~08~~	~~929.50~~	~~956.00~~	~~986.00~~	~~1,017.00~~	~~1,046.00~~	~~1,078.50~~	~~1,114.00~~	~~1,145.00~~	~~1,180.50~~	
~~1,216.00~~										
~~09~~	~~986.00~~	~~1,017.00~~	~~1,046.00~~	~~1,078.50~~	~~1,114.00~~	~~1,145.00~~	~~1,180.50~~	~~1,216.00~~	~~1,256.50~~	
~~1,295.50~~										
~~10~~	~~1,046.00~~	~~1,078.50~~	~~1,114.00~~	~~1,145.00~~	~~1,180.50~~	~~1,216.00~~	~~1,256.50~~	~~1,295.50~~	~~1,341.00~~	
~~1,386.00~~										
~~11~~	~~1,114.00~~	~~1,145.00~~	~~1,180.50~~	~~1,216.00~~	~~1,256.50~~	~~1,295.50~~	~~1,341.00~~	~~1,386.00~~	~~1,434.50~~	
~~1,486.50~~										
~~12~~	~~1,180.50~~	~~1,216.00~~	~~1,256.50~~	~~1,295.50~~	~~1,341.00~~	~~1,386.00~~	~~1,434.50~~	~~1,486.50~~	~~1,540.00~~	
~~1,596.00~~										
~~13~~	~~1,256.50~~	~~1,295.50~~	~~1,341.00~~	~~1,386.00~~	~~1,434.50~~	~~1,486.50~~	~~1,540.00~~	~~1,598.00~~	~~1,650.00~~	
~~1,711.00~~										
~~14~~	~~1,341.00~~	~~1,386.00~~	~~1,434.50~~	~~1,486.50~~	~~1,540.00~~	~~1,598.00~~	~~1,650.00~~	~~1,711.00~~	~~1,774.00~~	
~~1,838.00~~										
~~15~~	~~1,434.50~~	~~1,486.50~~	~~1,540.00~~	~~1,598.00~~	~~1,650.00~~	~~1,711.00~~	~~1,774.00~~	~~1,838.00~~	~~1,900.00~~	
~~1,966.00~~										
~~16~~	~~1,540.00~~	~~1,598.00~~	~~1,650.00~~	~~1,711.00~~	~~1,774.00~~	~~1,838.00~~	~~1,900.00~~	~~1,966.00~~	~~2,030.50~~	
~~2,106.50~~										
~~17~~	~~1,650.00~~	~~1,711.00~~	~~1,774.00~~	~~1,838.00~~	~~1,900.00~~	~~1,966.00~~	~~2,030.50~~	~~2,106.50~~	~~2,172.00~~	
~~2,262.00~~										
~~18~~	~~1,774.00~~	~~1,838.00~~	~~1,900.00~~	~~1,966.00~~	~~2,030.50~~	~~2,106.50~~	~~2,172.00~~	~~2,262.00~~	~~2,320.50~~	
~~2,406.00~~										
~~19~~	~~1,900.00~~	~~1,966.00~~	~~2,030.50~~	~~2,106.50~~	~~2,172.00~~	~~2,262.00~~	~~2,320.50~~	~~2,406.00~~	~~2,482.00~~	
~~2,671.50~~										
~~20~~	~~2,030.50~~	~~2,106.50~~	~~2,172.00~~	~~2,262.00~~	~~2,320.50~~	~~2,406.00~~	~~2,482.00~~	~~2,671.50~~	~~2,656.50~~	
~~2,755.00~~										
~~21~~	~~2,172.00~~	~~2,262.00~~	~~2,320.50~~	~~2,406.00~~	~~2,482.00~~	~~2,671.50~~	~~2,656.50~~	~~2,755.00~~	~~2,846.50~~	
~~2,952.00~~										
~~22~~	~~2,320.50~~	~~2,406.00~~	~~2,482.00~~	~~2,671.50~~	~~2,656.50~~	~~2,755.00~~	~~2,846.50~~	~~2,952.00~~	~~2,952.50~~	
~~3,166.00~~										
~~23~~	~~2,482.00~~	~~2,671.50~~	~~2,656.50~~	~~2,755.00~~	~~2,846.50~~	~~2,952.00~~	~~2,952.50~~	~~3,166.00~~	~~3,272.50~~	
~~3,396.00~~										
~~24~~	~~2,656.50~~	~~2,755.00~~	~~2,846.50~~	~~2,952.00~~	~~2,952.50~~	~~3,166.00~~	~~3,272.50~~	~~3,396.00~~	~~3,518.00~~	
~~3,661.00~~										

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~~25 2,846.60 2,953.00 3,062.50 3,166.00 3,272.50 3,386.00 3,518.00 3,651.00 3,779.00 3,912.00~~
~~26 2,953.00 3,062.50 3,166.00 3,272.50 3,386.00 3,518.00 3,651.00 3,779.00 3,912.00 4,060.60~~
~~27 3,062.50 3,166.00 3,272.50 3,386.00 3,518.00 3,651.00 3,779.00 3,912.00 4,060.60 4,199.00~~

Range No.	Step	Step	Step	Step	Step	Step	Step	(Longevity Increments of Final Step)			
GG-2A	A	B	C	D	E	F	G	J	K	L	M
5	803.50	824.50	848.00	872.00	898.50	922.50	949.00	984.50	1,021.50	1,060.00	1,100
6	848.00	872.00	898.50	922.50	949.00	976.50	1,007.00	1,045.00	1,084.00	1,124.50	1,166
7	898.50	922.50	949.00	976.50	1,007.00	1,038.50	1,068.00	1,108.00	1,149.50	1,192.50	1,237
8	949.00	976.50	1,007.00	1,038.50	1,068.00	1,101.00	1,137.50	1,180.00	1,224.50	1,270.50	1,318
9	1,007.00	1,038.50	1,068.00	1,101.00	1,137.50	1,169.00	1,205.00	1,250.00	1,297.00	1,345.50	1,396
10	1,068.00	1,101.00	1,137.50	1,169.00	1,205.00	1,241.50	1,283.00	1,331.00	1,381.00	1,433.00	1,486
11	1,137.50	1,169.00	1,205.00	1,241.50	1,283.00	1,323.00	1,369.00	1,420.50	1,474.00	1,529.50	1,587
12	1,205.00	1,241.50	1,283.00	1,323.00	1,369.00	1,415.50	1,464.50	1,519.50	1,576.50	1,635.50	1,697

Range No.	Step	Step	Step	Step	Step	Step	Step	(Longevity Increments of Final Step)			
GG-2A	A	B	C	D	E	F	G	J	K	L	M
13	1,283.00	1,323.00	1,369.00	1,415.50	1,464.50	1,518.00	1,572.50	1,631.50	1,692.50	1,756.00	1,822
14	1,369.00	1,415.50	1,464.50	1,518.00	1,572.50	1,631.50	1,684.50	1,747.50	1,813.00	1,881.00	1,951
15	1,464.50	1,518.00	1,572.50	1,631.50	1,684.50	1,747.00	1,811.50	1,879.50	1,950.00	2,023.00	2,099
16	1,572.50	1,631.50	1,684.50	1,747.00	1,811.50	1,876.50	1,940.00	2,013.00	2,088.50	2,167.00	2,248
17	1,684.50	1,747.00	1,811.50	1,876.50	1,940.00	2,007.50	2,073.50	2,151.50	2,232.00	2,315.50	2,402
18	1,811.50	1,876.50	1,940.00	2,007.50	2,073.50	2,151.00	2,217.50	2,300.50	2,387.00	2,476.50	2,569
19	1,940.00	2,007.50	2,073.50	2,151.00	2,217.50	2,299.50	2,369.50	2,458.50	2,550.50	2,646.00	2,745
20	2,073.50	2,151.00	2,217.50	2,299.50	2,369.50	2,456.50	2,534.00	2,629.00	2,727.50	2,830.00	2,936
21	2,217.50	2,299.50	2,369.50	2,456.50	2,534.00	2,625.50	2,712.50	2,814.00	2,919.50	3,029.00	3,142
22	2,369.50	2,456.50	2,534.00	2,625.50	2,712.50	2,813.50	2,906.50	3,015.50	3,128.50	3,246.00	3,367
23	2,534.00	2,625.50	2,712.50	2,813.50	2,906.50	3,015.50	3,117.00	3,234.00	3,355.50	3,481.50	3,612
24	2,712.50	2,813.50	2,906.50	3,015.50	3,117.00	3,222.50	3,341.50	3,467.00	3,597.00	3,732.00	3,872
25	2,906.50	3,015.50	3,117.00	3,222.50	3,341.50	3,467.50	3,592.50	3,727.00	3,867.00	4,012.00	4,162
26	3,015.50	3,117.00	3,222.50	3,341.50	3,467.50	3,592.50	3,728.00	3,868.00	4,013.00	4,163.50	4,315
27	3,117.00	3,222.50	3,341.50	3,467.50	3,592.50	3,728.00	3,858.50	4,003.00	4,153.00	4,308.50	4,471

- B. From July 1, 1996 2000, through June 30, 1997 2001, the following shall be the wage schedule for bargaining unit members who are subject to AS 23.40.200(a)(1) (Class One) occupying positions which are assigned to a normal workweek of thirty-seven and one-half (37.5) hours.

Range	Longevity Increments									
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
5	793.50	815.50	838.00	862.00	889.00	911.50	937.50	964.50	995.00	1,026.00
6	838.00	862.00	889.00	911.50	937.50	964.50	995.00	1,026.00	1,055.00	1,088.50
7	889.00	911.50	937.50	964.50	995.00	1,026.00	1,055.00	1,088.50	1,124.00	1,155.50
8	937.50	964.50	995.00	1,026.00	1,055.00	1,088.50	1,124.00	1,155.50	1,191.50	1,227.50
9	995.00	1,026.00	1,055.00	1,088.50	1,124.00	1,155.50	1,191.50	1,227.50	1,268.00	1,308.00
10	1,055.00	1,088.50	1,124.00	1,155.50	1,191.50	1,227.50	1,268.00	1,308.00	1,353.00	1,399.00
11	1,124.00	1,155.50	1,191.50	1,227.50	1,268.00	1,308.00	1,353.00	1,399.00	1,447.50	1,500.00
12	1,191.50	1,227.50	1,268.00	1,308.00	1,353.00	1,399.00	1,447.50	1,500.00	1,553.50	1,612.00
13	1,268.00	1,308.00	1,353.00	1,399.00	1,447.50	1,500.00	1,553.50	1,612.00	1,664.50	1,727.50
14	1,353.00	1,399.00	1,447.50	1,500.00	1,553.50	1,612.00	1,664.50	1,727.50	1,789.50	1,854.50
15	1,447.50	1,500.00	1,553.50	1,612.00	1,664.50	1,727.50	1,789.50	1,854.50	1,918.00	1,984.50
16	1,553.50	1,612.00	1,664.50	1,727.50	1,789.50	1,854.50	1,918.00	1,984.50	2,049.00	2,126.50
17	1,664.50	1,727.50	1,789.50	1,854.50	1,918.00	1,984.50	2,049.00	2,126.50	2,192.00	2,273.50
18	1,789.50	1,854.50	1,918.00	1,984.50	2,049.00	2,126.50	2,192.00	2,273.50	2,342.50	2,428.50
19	1,918.00	1,984.50	2,049.00	2,126.50	2,192.00	2,273.50	2,342.50	2,428.50	2,504.50	2,585.50
20	2,049.00	2,126.50	2,192.00	2,273.50	2,342.50	2,428.50	2,504.50	2,585.50	2,681.00	2,780.00
21	2,192.00	2,273.50	2,342.50	2,428.50	2,504.50	2,585.50	2,681.00	2,780.00	2,872.00	2,979.50
22	2,342.50	2,428.50	2,504.50	2,585.50	2,681.00	2,780.00	2,872.00	2,979.50	3,080.50	3,185.00
23	2,504.50	2,585.50	2,681.00	2,780.00	2,872.00	2,979.50	3,080.50	3,185.00	3,302.00	3,427.00
24	2,681.00	2,780.00	2,872.00	2,979.50	3,080.50	3,185.00	3,302.00	3,427.00	3,550.00	3,685.00
25	2,872.00	2,979.50	3,080.50	3,185.00	3,302.00	3,427.00	3,550.00	3,685.00	3,813.50	3,948.00
26	2,979.50	3,080.50	3,185.00	3,302.00	3,427.00	3,550.00	3,685.00	3,813.50	3,948.00	4,087.50
27	3,080.50	3,185.00	3,302.00	3,427.00	3,550.00	3,685.00	3,813.50	3,948.00	4,087.50	4,237.00

Range No.	Step	Step	Step	Step	Step	Step	Step	(Longevity Increments of Final Step)			
GG-1A	A	B	C	D	E	F	G	J	K	L	M
5	810.50	832.50	855.50	880.50	908.00	930.50	957.00	993.00	1,030.00	1,068.50	1,108.50
6	855.50	880.50	908.00	930.50	957.00	985.00	1,016.00	1,054.00	1,093.50	1,134.50	1,177.00
7	908.00	930.50	957.00	985.00	1,016.00	1,047.50	1,077.50	1,118.00	1,160.00	1,203.50	1,248.50
8	957.00	985.00	1,016.00	1,047.50	1,077.50	1,111.50	1,148.00	1,191.00	1,235.50	1,282.00	1,330.00
9	1,016.00	1,047.50	1,077.50	1,111.50	1,148.00	1,180.00	1,217.00	1,262.50	1,310.00	1,359.00	1,410.00
10	1,077.50	1,111.50	1,148.00	1,180.00	1,217.00	1,253.50	1,294.50	1,343.00	1,393.50	1,446.00	1,500.00
11	1,148.00	1,180.00	1,217.00	1,253.50	1,294.50	1,335.50	1,381.50	1,433.50	1,487.50	1,543.50	1,601.50
12	1,217.00	1,253.50	1,294.50	1,335.50	1,381.50	1,428.50	1,478.00	1,533.50	1,591.00	1,650.50	1,712.50
13	1,294.50	1,335.50	1,381.50	1,428.50	1,478.00	1,531.50	1,586.50	1,646.00	1,707.50	1,771.50	1,838.00
14	1,381.50	1,428.50	1,478.00	1,531.50	1,586.50	1,646.00	1,699.50	1,763.00	1,829.00	1,897.50	1,968.50
15	1,478.00	1,531.50	1,586.50	1,646.00	1,699.50	1,764.00	1,827.50	1,896.00	1,967.00	2,041.00	2,117.50

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16	1,586.50	1,646.00	1,699.50	1,764.00	1,827.50	1,894.00	1,958.50	2,032.00	2,108.00	2,167.00	2,269.00
17	1,699.50	1,764.00	1,827.50	1,894.00	1,958.50	2,026.50	2,092.00	2,170.50	2,252.00	2,336.50	2,424.00
18	1,827.50	1,894.00	1,958.50	2,026.50	2,092.00	2,171.50	2,238.50	2,322.50	2,409.50	2,500.00	2,594.00
19	1,958.50	2,026.50	2,092.00	2,171.50	2,238.50	2,321.50	2,392.00	2,481.50	2,574.50	2,671.00	2,771.00
20	2,092.00	2,171.50	2,238.50	2,321.50	2,392.00	2,480.00	2,557.50	2,653.50	2,753.00	2,856.00	2,963.00
21	2,238.50	2,321.50	2,392.00	2,480.00	2,557.50	2,650.50	2,737.50	2,840.00	2,946.50	3,057.00	3,171.50
22	2,392.00	2,480.00	2,557.50	2,650.50	2,737.50	2,838.50	2,932.50	3,042.50	3,156.50	3,275.00	3,398.00
23	2,557.50	2,650.50	2,737.50	2,838.50	2,932.50	3,042.00	3,145.50	3,263.50	3,386.00	3,513.00	3,644.50
24	2,737.50	2,838.50	2,932.50	3,042.00	3,145.50	3,252.50	3,371.50	3,498.00	3,629.00	3,765.00	3,906.00
25	2,932.50	3,042.00	3,145.50	3,252.50	3,371.50	3,499.50	3,624.50	3,760.50	3,901.50	4,048.00	4,200.00
26	3,042.00	3,145.50	3,252.50	3,371.50	3,499.50	3,624.50	3,763.00	3,904.00	4,050.50	4,202.50	4,360.00
27	3,145.50	3,252.50	3,371.50	3,499.50	3,624.50	3,763.00	3,893.50	4,039.50	4,191.00	4,348.00	4,511.00

- C. Employees shall continue to receive longevity increments (Steps J, K, L, and M) in accordance with the criteria of AS 39.27.022. The increments shall be those set out in this Agreement.
- D. All bargaining unit members who have not been terminated prior to July 1, 2000 who have been in salary steps A, B, C, D, E, or F, for a period of one (1) year or less on that date shall receive a lump sum payment of fifty dollars (\$50.00) for each pay period in the preceding twelve (12) months during which the bargaining unit member made an insurance contribution via payroll deduction for the group health insurance program provided in Article 19. All mandatory employee deductions and both parties' contributions to the Supplemental Benefits System shall be deducted from the gross amount payable.
- E. All bargaining unit members who have been at Step F for a period of one (1) year or more on July 1, 2000 shall be moved to salary step G on that date, and shall remain at that step until eligible for longevity increment J as provided in subsection C. Effective July 1, 2000 all employees at longevity increments J, K, L, and M shall be paid at the rates provided for the steps in subsection A and Article 21.03, but the employees' longevity anniversary dates shall remain unchanged.
- F. Any bargaining unit member who is eligible for advancement from salary step F to salary step G after July 1, 2000 but before July 1, 2001 may be advanced to that step G as provided in Article 18.02; however, the employee's shall continue to be paid as if at salary step F until July 1, 2001. All time spent at salary step G, regardless of the rate of pay received, shall be counted for eligibility for advancement to longevity increments as provided in subsection C.
- G. Bargaining unit members may continue to utilize options available under the State of Alaska Deferred Compensation Plan as a means to provide supplement retirement income and/or defer income and corollary tax deductions until a later date.

21.02 Wage Adjustments. ~~Effective July 1, 1996, July 1, 1997, and July 1, 1998, for each full or partial point that the U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U) for Anchorage, Alaska, increases for the preceding calendar year the wage schedules shall be adjusted by one-half of the same percentage, not to exceed one and one-half (1.5) percent.~~

A. Effective January 1, 2002, the wage schedules provided in Section 21.01. A and B shall be increased by two percent (2%).

B. Effective July 1, 2002, longevity increment step J of the schedule provided in Sections 21.01 A and B shall be increased by four tenths of one percent (.4%) and steps K, L and M shall be adjusted to provide an increment between longevity steps of three and three-quarters percent (3.75%). The increment between longevity steps of three and three-quarters percent (3.75%) shall be maintained for subsequent wage adjustments.

C. Effective December 1, 2002, the wage schedules referenced above shall be increased by an additional three percent (3%).

21.03 Geographic Differential.

A. The following pay step differentials are approved as an amendment to the basic pay plan provided in Section 21.01.

<u>Illustrative Place Names & Duty Stations</u>	<u>House Election Districts</u>	<u>% Above/Below Basic Pay Plan</u>
Ketchikan, Prince of Wales	1	0
Wrangell, Petersburg	2	0
Sitka	3	0
Juneau	4	0
Skagway, Haines, Yakutat	5	5
Valdez, Cordova, Glennallen	6	11
Palmer, Wasilla	7	0
Anchorage	8	0
Seward	9	0
Kenai, Cook Inlet	10	0
Kodiak	11	9
Aleutian Islands	12	27
Bristol Bay	13	27
Bethel	14	38
Nenana Duty Station	15b	20

<u>Illustrative Place Names & Duty Stations</u>	<u>House Election Districts</u>	<u>% Above/Below Basic Pay Plan</u>
Aniak, McGrath, Galena	15a	30
Fairbanks	16a	4
Delta Junction, Tok	16b	16
Fort Yukon (above Arctic Circle)	16c	42
Barrow, Kotzebue	17	42
Nome	18	34
Wade Hampton	19	30
Outside Alaska Seattle		-13

The Election Districts used are those designated by the Proclamation of Reapportionment Redistricting of December 7, 1961, and retained for the House of Representatives by proclamation of the Governor on September 2, 1965. Employees on frozen geographic differential pay due to prior changes in geographic differential shall, except in the case of a demotion, be frozen for so long as they remain in their current differential area or until wage increases or changes in the employee's position result in the employee receiving a higher wage than the frozen amount. In the case of a demotion, the employee's geographic differential rate shall remain frozen at the differential rate in effect on the date of demotion.

~~B. In the event AS 38.27.020, "Pay step differentials by election district and in other states," is amended, modified, or abolished, either party may give written notice of its desire to negotiate modifications to this section. Such notice shall be timely after the signature of the Governor or the effective date of the legislation, whichever shall be first. The parties agree to meet within forty five (45) days of receipt of such notice. Negotiations shall be conducted subject to AS 23.40, "The Public Employment Relations Act," except, in the event the parties have not reached tentative agreement within forty five (45) days of the initial meeting, the parties agree that they shall be at impasse. Nothing shall prevent mutual agreement to extend these time frames.~~

21.04 Swing and Graveyard Shift Differentials.

- A. All bargaining unit members who work a "swing" shift which starts between 12 noon and 7:59 p.m. are entitled to a 3.75 percent increase over their basic salary as established by this Article for all hours worked in each such shift.
- B. All bargaining unit members who work a "graveyard" shift which starts between 8 p.m. and 5:59 a.m. are entitled to a 7.5 percent increase over their basic salary as established by this Article for all hours so worked in each such shift.
- C. All bargaining unit members who are assigned to work a shift originally assigned to another member shall be paid the appropriate shift differential which the other member would have been paid.
- D. Except in emergencies or situations in which the bargaining unit member agrees, shift assignment will not be changed without at least five (5) working days notice prior to the effective date of the change. This does not preclude temporary changes in work hours as provided in Section 27.F (Shift Assignment).

21.05 Hazard Pay.

- A. From the effective date of this Agreement, all bargaining unit members who are required to work under dangerous conditions shall receive hazard pay of 7.5 percent in four (4) hour increments so worked.

Dangerous conditions shall be defined as working at heights more than twenty-five (25) feet above the ground on towers, bridgework or antennae and handling explosives so designated by the Employer, transportation by and working under a helicopter, working from low-altitude, light fixed-wing aircraft (except pilots) and underwater divers.

- B. Employees who were first hired by the Department of Fish and Game prior to July 1, 1996, and who are not covered by the Peace Officers' Retirement System whose duties necessitate a significant amount of field work, travel, or exposure to hazardous working conditions shall receive hazard pay on an hour-for-hour basis except when performing any duty which may be enumerated in paragraph A.

The parties understand and agree that this is intended to apply to those positions which would have qualified under the standards found at 2 AAC 30.010 as published in Register 81, April 1982.

21.06 General Pay Administration.

- A. **Beginning Salary:** The minimum rate of pay in the assigned salary range for a class shall normally be paid upon initial appointment or hire. Any exception shall require the written approval of the Director of the Division of Personnel prior to a bargaining unit member beginning employment in the class.
- B. **Rehire Employees:** If a current employee eligible for rehire is reappointed to a class in which the employee previously held permanent or probationary status or to a parallel class with prior approval of the Director of the Division of Personnel under Section Article 11.06, the appointing authority may make the appointment at the same step in the salary range for the class that the employee occupied before separation provided that the rehire occurs within a period of two (2) years. If appointed above the beginning step of the range, the employee's merit anniversary date shall be the sixteenth (16th) of the month following completion of one (1) year of service after rehire.

Pursuant to Section Article 11.06, if a current employee is rehired with prior approval of the Director of the Division of Personnel in a lower class in the same class series, the employee may be paid at the step in the range of the lower class of positions that best reflects the earned step based on creditable State service or at such other step approved in advance of the first (1st) day of work by the Director of the Division of Personnel.

C. **Promoted Employees:**

- 1. An employee who has served one-half (1/2) or more of the time required to be considered for the next step increase shall, upon promotion to a position in a higher salary range in the bargaining unit, be placed at Step A of the higher range or such other step as will provide an increase of two (2) steps, whichever is greater.
- 2. An employee who has served less than one-half (1/2) of the time required to be considered for their next step increase shall, upon promotion to a new position in a higher salary range in the bargaining unit, be placed at Step A or such other step as will provide an increase of one (1) step, whichever is greater.
- 3. A promoted employee entering the new range at a longevity increment shall be treated as if that increment had been earned in the new range and granted further increments accordingly.
- 4. **Acting in a Higher Range:**
 - a. Any bargaining unit member who has received prior written delegation from his/her division director or designee to perform essentially all of the duties of a specific position in a higher range than the bargaining unit member's own for more than fifteen (15) consecutive calendar days shall, retroactive to the first (1st) day, be paid at the step of the higher range that would be appropriate in case of promotion. Upon commencement of duties in the bargaining unit member's regular position, the bargaining unit member will return to the normal rate of pay. Such delegation to act at the higher range shall not exceed sixty (60) calendar days, which may be extended by the Director of the Division of Personnel.

In an emergency, the prior written delegation may be waived; however, written delegation by the division director or designee must be received within three (3) working days of the commencement of the duties of the higher range.

- b. Accrued sick and annual leave used or cashed out while in acting status shall be paid at the bargaining unit member's regular rate of pay.
 - c. It shall not be a violation of this Agreement, nor cause for disciplinary action, should a bargaining unit member decline to accept a prior written delegation of authority. Bargaining unit members will be informed of the likely length of a delegation of authority at the time it is offered.
5. For purposes of this subsection, "step" means both longevity increments and performance steps.
- D. Transferred Employee: An employee transferred from one (1) position to another position assigned to the same pay range and meeting the provisions of ~~Section~~ Article 11.07, shall be appointed at the same step rate held prior to transfer and the employee's merit anniversary date shall remain unchanged. Those moving to a position at the same pay range but not considered as a transfer shall have a new probationary period and merit anniversary date and the step in the range shall remain unchanged.
- E. Demotions.
- 1. Demotions for cause: An employee who is demoted pursuant to ~~Section~~ Article 11.08.A (Employment Status), shall enter the new range at no less than the step occupied in the higher range or such higher step as may be determined by the Director of the Division of Personnel.
 - 2. Voluntary Demotions: An employee who receives a voluntary demotion shall be paid at the step in the range of the lower class of positions that best reflects the earned step based on creditable State service, or at such higher step as may be determined by the Director of the Division of Personnel. An employee who receives a voluntary demotion except through reclassification will continue to receive salary, performance and longevity increases received by other employees.
- F. Reallocation of Position or Class:
- 1. The merit anniversary date, status and salary step assignment of an employee whose position is reallocated from one (1) class to another class at the same salary range shall remain unchanged.
 - 2. An employee occupying a position which is assigned to a lower pay range or reallocated to a classification which carries a lower pay range and who continues in the same position shall be treated as follows:
 - a. If the employee's current salary is the same as any step in the new range, the employee shall enter the new range at that step.
 - b. If the employee's current salary falls within the lower range but between steps, the employee's salary shall remain frozen until the employee's next merit anniversary date which results in the award of performance incentive, at which time the employee shall be placed at the next higher step.

- c. If the employee's current salary exceeds the maximum of the new range, it shall remain frozen until it is the same as any step or falls between steps which appear on the salary schedule at the lower range, whichever is earlier. Salaries which are frozen shall not be subject to any salary increase including contractually negotiated adjustments or cost-of-living adjustments to the salary schedule.
 - d. For purposes of subsection F.2 (a, b, and c), employees whose positions are subject to a reallocation from one (1) class to another may not be paid at a longevity step unless they have earned such step in the class occupied prior to the reallocation action or until said step is earned in the class to which the position is reallocated. Time served at Step F or a longevity increment of the higher range shall be counted as time served at Step F or a longevity increment of the lower range.
3. An employee occupying a position which is reallocated to a classification which carries a higher pay range and who continues in the same position shall enter the new range at Step A or at any higher step which provides a one (1) step increase.
 4. When a job class is moved from one (1) salary range to a higher salary range, the action is called a salary range change. The anniversary date and step placement of all employees subject to the action shall remain unchanged. The simultaneous reallocation of some positions to other job classes does not affect the action on the remaining positions.

21.07 Pay Procedures.

A. Payday

1. Payday shall be the fifteenth (15th) day of the month and the last day of the month. If the payday falls on a Saturday, Sunday or holiday, then the last working day before such Saturday, Sunday or holiday shall be the payday.
2. All mailed checks shall be considered timely if postmarked three (3) days prior to the due date. If the Employer must stop payment and reissue a check, the check shall be considered timely if mailed or delivered within four (4) working days of Employer receipt of an Employee Notice of Pay Problem form, in which case penalty pay shall not apply.
3. Bargaining unit members will normally receive their pay at work. Bargaining unit members who are not at work by reason of being on leave or on travel status for a period anticipated to be five (5) working days or less following payday shall be considered to have been paid timely if they receive their pay on their first (1st) day back to work after such payday. In cases where anticipated leave or travel status exceeds five (5) working days, it shall be the responsibility of the bargaining unit member to make alternate pay arrangements prior to departure.
4. If the ~~employee~~ bargaining unit member who elects to receive a paycheck at home or at work does not receive the paycheck on payday or within twenty-four (24) hours of the close of business on payday, the ~~employee~~ bargaining unit member shall be entitled to penalty pay of forty (\$40.00) for every day thereafter that the check is late, provided the ~~employee~~ bargaining unit member files notice with the Employer within the next regular day of business on forms provided by the Employer. Failure to provide notice to the Employer within the specified time period will forfeit claim for penalty pay until such notice is given. ~~Employees~~ Bargaining unit members who have their checks mailed to their banks shall be entitled to penalty pay only from the date of written complaint to the Employer.

No payment of penalty pay on a single claim shall exceed forty dollars (\$40.00) per day nor total more than four hundred dollars (\$400.00).

- B. Itemized Deductions. The Employer shall itemize all deductions on paychecks so all bargaining unit members can clearly determine the purpose for which amounts have been withheld.
- C. Pay Shortages. Pay shortages shall be paid promptly after receipt and verification of the ~~employee's bargaining unit member's~~ complaint in accordance with Section 21.07.A.4, and no later than fifteen (15) calendar days after verification of a written complaint submitted on forms provided by the State. If not paid within the prescribed period, the penalties set forth in Section 21.07.A.4 shall apply for any verified pay shortage greater than one hundred dollars (\$100.00). Shortages of less than one hundred dollars (\$100.00) shall be paid on the next regular payday.
- D. Termination Pay. When an employee is terminated, their wages, less terminal leave and retirement contributions, become due immediately and shall be paid during business hours no later than the fifth (5th) working day after termination.

If not paid within the prescribed period, the penalties set forth in Section 21.07.A.4 shall apply, except that if the employee voluntarily terminates without two (2) weeks prior notice, the penalties set forth in Section 21.07.A.4 shall not apply until after the following pay period.

21.08 Sea Duty Pay.

A. Definitions.

- 1. "Sea Duty" in this Agreement means a period longer than twenty-four (24) hours during which a bargaining unit member is engaged aboard a vessel and is living aboard a vessel (i.e., eating, sleeping, and working) while the vessel is away from the bargaining unit member's port of engagement. The vessel will normally provide permanent and reasonable facilities for two (2) or more, including cabin, bunks, stove, cooking facilities, marine sanitation device, and fresh water.
- 2. "Shore Duty" in this Agreement is that time worked on shore while the vessel is tied up at a port.
- 3. "Port of Engagement" in this Agreement means that place at which a bargaining unit member is, at the direction of the Employer, engaged aboard a vessel.

B. Sea Duty Pay. This Section shall apply to bargaining unit members who are assigned to Sea Duty for more than twenty-four (24) consecutive hours.

- 1. Bargaining unit members on Sea Duty will be assigned an uninterrupted sleep period of eight (8) hours in each 24 hours.
- 2. An uninterrupted meal period of not less than one-half nor more than one hour will be allowed for each meal, not to exceed three (3) meals per day.
- 3. The hourly rate of pay while assigned to Sea Duty shall be computed by the following formula:

Monthly Salary x 0.00212 = Sea Duty Hourly Rate of Pay

- 4. All hours of Sea Duty shall be considered hours worked, therefore on:

- a. Regular Duty Day: the bargaining unit member will be paid eight (8) hours at the straight rate and sixteen (16) hours at the time and one-half (1.5) rate of Sea Duty Hourly Rate of Pay; and
 - b. Regular Day Off (6th and 7th day) and Non-Floating Holiday: the bargaining unit member will be paid eight (8) hours at the time and one-half (1.5) rate and sixteen (16) hours at the double-time rate of the Sea Duty Hourly Rate of Pay.
5. The normal accrual rates for leave and credit for non floating holidays shall not be changed by this section.
6. Sea Duty Hourly Rates of Pay shall not be used in the computation of overtime rates when the bargaining unit member is not assigned to Sea Duty. Overtime pay during a workweek which includes Sea Duty shall be paid on the basis of the work performed during the overtime hours in accordance with 29 C.F.R. Sec 778.419.

ARTICLE 22 OVERTIME AND PREMIUM PAY

22.01 Workweek. The normal workweek shall consist of thirty-seven and one-half (37.5) hours in pay status from Sunday midnight to Sunday midnight within a maximum of five (5) consecutive days. All full-time employees shall be guaranteed a full workweek. Each bargaining unit member shall be entitled to two (2) consecutive days off each week. The furlough provisions of 2 AAC 07.047 ~~407~~ do not apply.

22.02 Overtime.

- A. Overtime eligibility shall be in accord with the Fair Labor Standards Act (FLSA) or by mutual agreement of the parties. Overtime entitlements shall be earned in accord with the FLSA unless otherwise provided in this Agreement.
- B. Overtime eligible bargaining unit members who regularly work a thirty-seven and one-half (37.5) hour workweek shall receive overtime for hours worked in excess of thirty-seven and one-half (37.5) hours of work per week at the rate of one and one-half (1.5) times the appropriate rate of pay. Overtime eligible bargaining unit members who are regularly assigned to a forty (40) hour workweek pursuant to letters of agreement establishing such alternate workweeks shall receive overtime after forty (40) hours of work at one and one-half (1.5) times the appropriate rate of pay.
- C. Overtime pay or other premium pay shall not be pyramided or duplicated. Hours paid at the rate of one and one-half (1.5) the appropriate rate of pay for any reason shall be credited only once in the calculation of hours in the workweek.
- D. Compensatory time entitlements may be established for overtime eligible bargaining unit members or groups of members in accord with the FLSA, by written mutual agreement of the parties.
- E. When an overtime eligible bargaining unit member is required to perform work by telephone after the completion of the member's scheduled work hours, the time worked will be recorded on the timesheet in fifteen (15) minute increments.

F. Not later than October 2, 2000, the parties agree to the formation of a labor/management committee on hours of work for overtime ineligible bargaining unit members. The committee shall examine issues related to workload, actual hours of work, scheduling, recruitment ability, retention, and potential remuneration for overtime ineligible members, for the purpose of recommending to the parties fair and equitable resolution of identified problems. Such recommendations shall be made to the parties not later than December 15, 2000, unless otherwise mutually agreed.

22.03 Assignment of Overtime.

- A. It is the policy of the Employer to distribute overtime in the most economical manner. Insofar as possible, the Employer shall equalize the distribution of overtime among the bargaining unit members who desire to work overtime, and those not desiring to work overtime shall preferably not be assigned to work overtime. This does not preclude the Employer from assigning and requiring overtime work of bargaining unit members based on reasons such as the qualifications of the members and the amount of work to be accomplished.
- B. A record of actual compensated overtime hours worked by the overtime eligible bargaining unit members will be maintained and made available for reasonable inspection by appropriate ASEA Union representatives.

22.04 Recall.

A. Overtime Eligible Bargaining Unit Members.

- 1. If an overtime eligible bargaining unit member is called back to work within four (4) hours after the completion of the member's shift, the member shall be paid recall premium pay at a rate of one and one-half (1.5) times the bargaining unit member's regular rate of pay for actual hours worked. Regular rate of pay is the applicable rate for regularly scheduled work.
- 2. If an overtime eligible bargaining unit member is recalled later than four (4) hours after completion of the member's regular shift, the member shall be entitled to a minimum of four (4) hours recall premium pay at a rate of one and one-half (1.5) times the bargaining unit member's appropriate rate of pay (including the appropriate shift differential). Should total call-back hours worked exceed four (4) hours, an overtime eligible bargaining unit member shall receive recall premium pay at a rate of one and one-half (1.5) times the bargaining unit member's appropriate rate of pay (including the appropriate shift differential) for all such hours worked.
- 3. The recall provisions of A.1 and A.2 do not apply in the following cases:
 - a. if the additional work assignment has been scheduled prior to the bargaining unit member's leaving the work site at the end of the shift;
 - b. if the employee who is contacted to return to work is on standby when contacted to return to work;
 - c. if the employee has volunteered to be called for overtime during a specified pay period;
 - d. if the employee is not required to report to a work station or other location in order to perform the work.

In such cases, all hours worked will be paid at the appropriate rate of pay.

B. Nonovertime Eligible Bargaining Unit Members.

It is necessary from time to time to recall bargaining unit members who are not eligible for overtime and the Union agrees that an employee obligation exists.

22.05 Standby.

- A. When employees are ordered to be available for immediate recall and either to remain at home or periodically to report their whereabouts, their names shall be placed on a standby roster. Assignments to a standby roster shall be, insofar as possible, equitably rotated among employees normally required to perform the anticipated duties, provided that nothing in this Article shall preclude the assignment of an individual to a standby roster whose knowledge makes that individual the most logical choice for the anticipated tasks.
- B. An amount equal to ten percent (10%) of seven and one-half (7.5) times the employee's hourly base salary will be paid to an employee who is assigned to a standby roster for each calendar day or portion of a calendar day of such assignment. The daily rate of compensation shall include geographic and shift pay as appropriate.

22.06 Holiday Pay.

- A. Holidays not worked by the employee shall be counted as time in pay status for the purpose of fulfilling the minimum workweek requirement.
- B. All hours worked on a holiday shall be considered as overtime hours. Consequently, hours paid at the overtime rate under this provision are subject to Section 22.02.C above.

22.07 Continuous Hours of Work. A bargaining unit member may not be required to work in excess of two (2) consecutive regular shifts, not to exceed sixteen (16) hours within one (1) twenty-four (24) hour period except in an emergency.

22.08 Overtime Pay Calculations. When a bargaining unit member who is eligible to receive overtime works a shift that qualifies for shift differential pay, the Employer shall compute overtime on the basis of the following formula:

$$(\text{base rate} + \text{shift differential}) \times 1.5$$

22.09 Seasonal Overtime. Overtime worked by seasonal employees shall be compensated at either time and one-half of their base hourly salary or as seasonal compensatory time which would accrue at time and one-half the employee's straight time hourly rate for each hour worked. The employee may opt for either form of compensation, however, once the employee has elected one form he/she cannot select a different option until the next pay period. Seasonal compensatory time must be used within the calendar year in which accrued and shall be treated as if at work for service and benefits purposes except for Health Insurance. If not used within the calendar year, or if the employee leaves the seasonal position, the accrued seasonal compensatory time shall be cashed out to the employee at time and one-half the Employee's base hourly wage notwithstanding the selected option.

ARTICLE 23 MEAL AND RELIEF PERIODS

23.01 Meal Break. A lunch break of not less than thirty (30) minutes nor more than one (1) hour shall be allowed approximately midway of each shift. An additional lunch period of thirty (30) minutes shall be allowed when a bargaining unit member works continuously for two (2) hours or more before or after the normal shift, and such additional lunch period shall be considered as time worked. However, the additional lunch period must be claimed within thirty (30) calendar days from the end of the pay period in which it was earned. In the event that a bargaining unit member is recalled within two (2) hours of the termination of their normal shift, the bargaining unit member shall be granted a meal break in accordance with the other provisions of this paragraph.

23.02 Relief Period.

- A. All bargaining unit members shall be allowed two (2) paid fifteen (15) minute relief periods in each normal workday. The Employer shall establish reasonable rules governing the taking of such relief periods.
- B. Relief periods will be taken away from the immediate work station when the bargaining unit member works in a public contact office, and where the Employer can reasonably provide such separate area.
- C. When working other than the normal shift, a fifteen (15) minute paid relief period shall be allowed a bargaining unit member during any work period of at least four (4) hours duration, or as otherwise agreed.

ARTICLE 24 HOLIDAYS

24.01 List. All employees shall be entitled to, and compensated for, all holidays as listed below:

"Holiday " in this Agreement means:

- 1. The first of January, known as New Year's Day,
- 2. The third (3rd) Monday in January, known as Martin Luther King, Jr. Day,
- 3. The third (3rd) Monday in February, known as President's Day,
- 4. The last Monday in March, known as Seward's Day,
- 5. The last Monday in May, known as Memorial Day,
- 6. The fourth (4th) of July, known as Independence Day,
- 7. The first (1st) Monday in September, known as Labor Day,
- 8. The 18th of October, known as Alaska Day,
- 9. The 11th of November, known as Veterans Day,
- 10. The fourth (4th) Thursday in November, known as Thanksgiving Day,
- 11. The 25th of December, known as Christmas Day,
- 12. Every day designated by public proclamation by the Governor of Alaska as a legal holiday .
- ~~13. Lincoln's Birthday shall be treated as a floating holiday in 1997 and 1998. On the date of the holiday the employee's annual leave account shall be credited with one (1) additional day's leave.~~
- ~~14. The employee's birthday shall be treated as a floating holiday from July 1, 1996 until December 31, 1996, and one (1) additional day's leave shall be credited to the employee's annual leave account on or about the pay period following the employee's birthday.~~

24.02 Observance of Holidays. A designated holiday will normally be observed on the calendar day on which it falls, except bargaining unit members who are regularly scheduled to work Monday through Friday will observe the preceding Friday when the holiday falls on Saturday, and will observe the following Monday when the holiday falls on Sunday. Normally, only those bargaining unit members designated in advance by appropriate supervision will be required to work on a designated holiday. When a designated holiday falls on a bargaining unit member's scheduled day off, other than Saturday or Sunday, the day of observance will be rescheduled to another day within the pay period.

24.03 Designated Floating Holiday for Overtime Ineligible Bargaining Unit Members. If an overtime ineligible bargaining unit member is assigned to work on any holiday listed in Section 24.01 above, the parties shall use the form in Appendix K of this agreement and the bargaining unit member's annual or personal leave account shall be credited with one day (7.5 hours) of annual or personal leave as appropriate.

ARTICLE 25

ANNUAL AND SICK LEAVE

25.01 Annual Leave.

A. 1. Accrual

- a. Accrual of annual leave for full-time employees is according to the following schedule:

Years of Service	Hours/Pay Period
0 - 2	4.69
2 - 5	6.56
5 - 10	7.50
10 +	9.38

Accrual of annual leave for full-time employees regularly assigned to forty (40) hour workweeks pursuant to letters of agreement or other provisions of this Agreement establishing such alternate workweeks is according to the following schedule:

Years of Service	Hours/Pay Period
0 - 2	5
2 - 5	7
5 - 10	8
10 +	10

- b. Annual leave accruals for partial months of service will be on a prorated basis.
- c. Employees who work less than full-time shall accrue annual leave credit semi-monthly on a prorated basis according to the above schedule and hours in pay status.
2. An employee shall not accrue annual leave until completion of ninety (90) calendar days of full-time service, whereupon the employee shall be credited with accrual as provided in Paragraph 1 above, retroactive to the date of appointment.

3. Leave Anniversary Date. Changes in the rate of annual leave accrual shall take effect at the beginning of the pay period immediately following the pay period in which the employee completes the prescribed period of full-time service.
 4. Annual leave earned during the semi-monthly pay period will be credited on the first (1st) day of the following pay period.
- B. 1. Each full-time employee shall take at least 75 hours of annual leave during each calendar period (leave year) beginning December 16 and ending December 15 of the succeeding year. Seasonal employees of less than twelve (12) months duration shall be exempt from mandatory leave. Part-time employees shall have the mandatory leave requirement prorated based upon the number of hours the employee is regularly scheduled to work.
2. Any employee who does not use this leave shall have the unused portion deducted from their leave account balance as of December 15.
 3. Should the Employer refuse the employee any opportunity to take the required hours of annual leave during the leave year, any unused portion of the mandatory leave shall be deducted from the employee's leave balance at the end of the leave year and paid in cash.
- C. ~~Each employee shall upon request to the Employer receive payment for accrued but unused annual leave up to a maximum of thirty seven and one half (37.5) hours in any leave year. This payment may be applied against the mandatory leave. Employees having in excess of 37.5 hours of annual leave shall, upon written request to the Employer, receive payment for accrued but unused annual leave. In no event shall a payment be made which reduces the employee's leave balance below 37.5 hours. The employee's leave balance shall be reduced by the number of hours for which payment is made. The first thirty-seven and one-half (37.5) hours of leave cashed in shall be applied toward the mandatory leave requirement. Payment shall be made on the subsequent payroll warrant, subject to AS 37.05.510.~~
- ~~The Employer may authorize payment for accrued but unused annual leave in excess of the thirty seven and one half (37.5) hour maximum established herein. Payment in excess of the thirty-seven and one-half (37.5) hours maximum shall not be applied against the mandatory leave usage requirement.~~
- ~~In no event shall a payment be made which reduces the employee's leave balance below 37.5 hours.~~
- D. Annual leave may be taken by an employee at any time business permits, upon prior permission by the head of the department or agency for whom the employee works. Such approval may be delegated. An employee's request for annual leave will not be unreasonably denied.
- E. ~~Annual leave accrued but not used shall accumulate to a maximum of not more than four hundred fifty (450) hours on December 15 of any calendar year.~~
1. ~~If as of December 15 an employee will have an amount of leave in excess of 450 hours, the Employer may, after consultation with the employee, schedule such leave in excess of 450 hours or arrange in writing for an excess leave carry over to be used within ninety (90) days.~~

- ~~2. If an employee has an amount of annual leave in excess of 450 hours as of December 15, such amount in excess of 450 hours shall be paid in cash except as otherwise provided in paragraph 1.~~

FE. Terminal Leave. Any employee who is separated from State service for any reason including layoff shall receive within seven (7) days a lump sum payment for the number of hours of accrued annual leave at the employee's annualized hourly rate of pay.

25.02 Sick Leave.

- A. Accrual.** Full-time employees in the bargaining unit shall accrue sick leave at the rate of 4.69 hours prorated over the semi-monthly pay period. Less than full-time employees shall accrue sick leave credit semi-monthly on a prorated basis according to the hours in pay status. There shall be no accrual of sick leave during any semi-monthly pay period during which the employee is absent without approved leave. Employees on approved sick leave shall receive payment at their current salary to the extent that they have sick leave accrued.
- B. Sick leave accrued but not used shall accumulate until termination of employment.** Upon the death of an employee, any unused sick leave balance shall be paid in cash to the employee's beneficiaries at the employee's current annualized hourly rate of pay.
- C. Availability of Sick Leave.** Sick leave shall be granted by the department or agency only in the following instances:
1. At the discretion of the supervisor, an employee may be granted sick leave for a medical or dental appointment or illness or injury of the employee. The employee may be required to support said absence with a physician's certificate. Employees will not be required to provide a physician's certificate for illness of less than three (3) days unless improper use is suspected.
 2. At the discretion of the supervisor, an employee may be granted sick leave for a medical or dental appointment or illness or injury within the employee's immediate family which requires the attendance of the employee or where the employee's presence on the job could jeopardize the health of fellow employees. Under these conditions the employee may with the consent of the employee's supervisor use sick leave with pay the same as if the employee were personally under a medical disability; however, such leave may not be granted unless the supervisor is satisfied that the absence of the employee is required to attend the dependent with the medical appointment, illness or disability. The supervisor may require a doctor's certification showing that the employee is required to be in attendance.
 3. Upon the death of a spouse or other member of the immediate family of an employee, the employee may use not more than five (5) working days of accrued sick leave with pay for purposes of funeral leave. Under extenuating circumstances, a supervisor may, at his/her discretion, approve the use of additional days of accrued sick leave for this purpose. Immediate family for purposes of funeral leave means the employee's spouse, children, stepchildren, mother, father, mother-in-law, father-in-law, sister, brother, grandparent or grandchild.
 4. In each case of absence due to illness or injury it shall be the responsibility of the employee to notify the employee's supervisor of the absence immediately and to report periodically the anticipated duration of the absence. Failure to notify the supervisor may result in disciplinary action, up to and including termination.

5. At the discretion of the supervisor, an employee may be granted sick leave when requested by local medical officials to respond to an emergency for the purpose of donating blood.
- D. Employees shall be allowed to donate annual leave to and receive donations of annual or personal leave from employees in this unit or those represented by a different union or noncovered employees subject to the following conditions:
 1. Each employee wishing to donate annual/personal leave will fill out, date and sign a leave slip showing the amount of leave to be donated subject to a minimum of four (4) hours. The leave slip will have written along the bottom, or in the space provided, "Leave donated to (employee name social security number)."
 2. The recipient's union will be responsible for gathering all leave donations to be forwarded to the Division of Finance for processing. Leave donations will be posted by the Division of Finance to the recipient's account during the pay period in which received (1 through 15, or 16 through the end of the month) for use from that pay period forward. Donations shall not be posted for use in a pay period prior to that in which received.
 3. The Division of Finance will convert the donated leave to dollars at the annualized hourly rate of the donor. That dollar amount will be converted to leave at the annualized hourly rate of the recipient and the appropriate hours of leave will be added to the recipient's donated leave account for use as sick leave. The total amount of leave credited to the recipient's donated leave account shall not exceed 300 hours during the life of the current agreement. Donated leave may not be used until all accrued sick and annual or personal leave has been exhausted.
 4. Once the Division of Finance has completed the above process, the State will not be obligated for further processing or liabilities resulting therefrom. Once the donation has been transferred to the recipient, the donation cannot be withdrawn, modified or otherwise returned to the donor's leave account. Leave donations will not reduce the mandatory leave usage requirements established in the collective bargaining agreement. Upon the death of an employee, any unused donated leave shall be paid in cash to the employee's beneficiaries at the employee's annualized hourly rate.

25.03 Extended Absence for Disability, Illness or Injury. Upon application by an employee who has exhausted accrued sick and annual leave, a leave of absence without pay may be granted by an appointing authority for disability because of sickness or injury. Such leave shall be limited to one (1) month for each full month of service to a maximum of twenty-four (24) months. The appointing authority may periodically require that the employee submit a certificate from the attending physician or from a designated physician. If the certificate does not clearly show sufficient disability to preclude the employee from performing the employee's duties or if the employee does not provide the required certificate, the appointing authority may cancel the leave and require the employee to report to duty on a specified date.

25.04 Absence and Payment for Court Leave.

- A. An employee or long-term nonpermanent who is called to serve as a juror or subpoenaed as a witness shall be entitled to court leave. Employees or long-term nonpermanents who work the graveyard or swing shift shall be placed on day shift for the day or the duration of the time the employee is scheduled to appear, whichever is longer, provided the Employer receives twenty-four (24) hours notice.

- B. Written documents such as a subpoena, marshal's statement of attendance and compensation for services, per diem and travel, may be required to support a request for court leave.
- C. Employees shall turn over to their departments all monies received from the court as compensation for service and in turn shall be paid their current salary while on court leave.

25.05 Nonwar Military Duty Absence and Payment. An employee who is required to report for a military physical examination is entitled to a leave of absence without loss of pay, time or performance rating. The leave of absence shall not exceed three (3) working days.

An employee who is a member of a reserve or auxiliary component of the United States Armed Forces is entitled to a leave of absence without loss of pay, time or performance rating without regard to other compensation earned during that period on all days during which the employee is ordered to training duty, as distinguished from active duty, with troops or at field exercises, or for instruction, or when under direct military control in the performance of a search and rescue mission. The leave of absence may not exceed sixteen and one-half (16.5) working days in any twelve (12) month period, beginning December 16 and ending December 15.

An employee on annual leave shall not go on military leave without returning to duty unless military leave is approved prior to commencement of annual leave.

25.06 Time Off to Vote. The Employer shall provide reasonable and necessary time off for bargaining unit members to vote in local, municipal, borough, State and federal elections, provided that the member is unable to vote outside working hours because of actions of the Employer.

25.07 Other Approved Absence. Upon application and written approval of the appointing authority, an employee may be granted leave of absence without pay. Continuous service credit shall not accrue during the period of leave.

Except as otherwise provided above, the provisions of Personnel Memorandum ~~84-1~~ 00-2, (incorporated as Appendix C) will be in effect and it is hereby incorporated by reference.

25.08 Maintenance And Cure.

- A. In the event a bargaining unit member becomes ill or is injured while assigned to work as a seaman in the service of the Employer's vessel in navigable waters, the bargaining unit member shall receive wages to the end of the work assignment. Accrued sick leave shall be charged during the period of time that the bargaining unit member is receiving unearned wages for a work related injury or illness.
- B. When a bargaining unit member is entitled to the payment of maintenance under the doctrine of maintenance and cure, payment of maintenance shall begin at the end of the period for which unearned wages are payable. Maintenance shall be paid at the rate of forty-five dollars (\$45.00) per day.

If a bargaining unit member elects to utilize annual leave or sick leave for the same period in which maintenance is received, the combined rate for maintenance and annual or sick leave shall not exceed the bargaining unit member's regular daily pay.

- C. A bargaining unit member shall submit all bills regarding a work-related injury or illness to:

~~Scott Wetzel Services~~ Ward North America
ATTN: George Erickson
~~3000 C Street~~ 3330 Arctic Blvd, Ste 206
Anchorage, AK 99503

- D. No dispute regarding entitlements under the Jones Act is susceptible to consideration through the complaint or grievance procedures contained in this Agreement.

25.09 Family Leave.

- A. The parties mutually agree that the provisions of the federal Family and Medical Leave Act (FMLA) and the Alaska Family Medical Leave Act (AFMLA) apply to bargaining unit members.
- B. When taking leave under the provisions of FMLA or AFMLA ("family leave"), a qualified bargaining unit member must exhaust all accrued sick, annual and donated leave (in that order) before entering leave without pay, except that an employee may elect to retain up to five (5) days of annual leave in his or her account for use upon return from leave taken under this provision.
- C. The period for utilizing family leave entitlements shall commence with the first day of family leave. A bargaining unit member may be required to recertify the qualifying reason for remaining on family leave. A bargaining unit member may be required to provide a fit-for-duty statement prior to returning to work.
- D. When taking family leave due to pregnancy, childbirth, foster care placement or adoption, the leave entitlement must be taken consecutively. The first level supervisor outside the bargaining unit and the bargaining unit member may agree to Family Leave on an intermittent or reduced schedule basis due to pregnancy, childbirth, foster care placement, or adoption; however, an intermittent or reduced schedule does not extend the period of entitlement.
- E. If the necessity for family leave is foreseeable, the bargaining unit member shall provide the bargaining unit member's department or agency with reasonable notice of the need for family leave.
- F. In the case of planned treatment or supervision, the employee shall make a reasonable effort to schedule the treatment or supervision, subject to the approval of the health care provider, so as not to disrupt unduly the department or agency operations.

25.10 ASEA Union Business Leave Bank.

- A. There is hereby created an ASEA Union Business Leave Bank which shall be administered by the State with a monthly report of the balance and withdrawals provided to the Union. The Bank shall be established by an automatic transfer of seven and one-half (7.5) hours of annual leave from each new bargaining unit member. Such bargaining unit members shall ~~donate~~ seven and one-half (7.5) hours of annual leave when the bargaining unit member's balance is at least seven and one-half (7.5) hours or more and such leave shall be transferred to the Bank.

In addition, any bargaining unit member at his/her option may transfer annual leave in ~~four (4)~~ one (1) hour increments to the Bank. Transfers may be made at any time during the duration of the Agreement with no maximum limit on the number of increments except that a bargaining unit member may not transfer more increments of annual leave than are posted to

the member's annual leave balance at the time of authorization. The bargaining unit member's leave balance will be reduced by the amount of leave transferred to the Bank.

- B. Leave assessments from new bargaining unit members to the unit and donated annual leave will be converted to its dollar value at the rate of pay of the bargaining unit member from whom the leave was received. Those dollars (with benefit costs) shall be placed in the ASEA Union Business Leave Bank. When business leave is used in accordance with the other provisions of this section, dollars will be withdrawn from the ASEA Union Business Leave Bank equal to the hourly rate (with benefit costs) of the bargaining unit member utilizing the leave times the hours of leave taken.

C. 1. Withdrawal requests from the Bank will be for purposes of compensation of bargaining unit members for absences due to contract negotiations and formulation, meetings, conventions, training sponsored by the Union, attendance at arbitration or other hearings as witnesses for the Union, and other like purposes as may be determined by the Union. Requests for withdrawals from the Bank shall be made only by the Business Manager of the Union or such other person as designated by the Union to the Director of the Division of Personnel on forms mutually agreed by the parties. The original leave slip shall be presented to the Union by the bargaining unit member and must accompany all requests for withdrawal from the Bank. All annual leave transferred to the Bank is final and not recoverable for recredit to an individual's annual leave account.

2. The purposes listed in C.1 shall first be met through use of the ASEA Union Leave Bank. Should there be insufficient money available through the leave bank, the Employer shall approve annual leave or leave without pay for purposes listed in C.1.

- D. 1. The release of bargaining unit members for ASEA Union business leave shall be handled on the same basis as release from duty for annual leave. Such approval shall not be unreasonably withheld by the supervisor. The Union may authorize business leave in excess of regularly scheduled hours; however, excess business leave hours will not be included for the purpose of calculating overtime.

2. In instances of contract negotiations and other highly critical matters of long duration, the Employer agrees that every reasonable effort will be made to release bargaining unit members from their duties; however, the parties recognize that a situation may develop such that a bargaining unit member may not reasonably be released.

ARTICLE 26

CORRECTIONAL OFFICERS

~~It is agreed and understood between the parties that the following shall be the terms and conditions of employment for employees working in Correctional Officer classifications:~~

~~26.01 General Conditions.~~

- ~~A. Except as specifically modified by this Article, all other provisions of the 1996-1999 Agreement shall remain in full force and effect.~~

- ~~B. Hours of operation shall be established by the Employer. Scheduling of employees and assignment to shifts shall be determined by the Employer. Shift and post bidding procedures may be established for a particular institution by letter of agreement between the Employer and the Union.~~

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~~C. Correctional Officers who are subject to AS 23.40.200(a)(1) shall be compensated according to the following schedule effective July 1, 1996:~~

40 Hour Schedule

Range	Longevity Increments									
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
7	1,093.00	1,030.50	1,061.00	1,095.00	1,128.50	1,161.00	1,197.00	1,236.00	1,270.50	1,310.50
8	1,061.00	1,095.00	1,128.50	1,161.00	1,197.00	1,236.00	1,270.50	1,310.50	1,350.00	1,395.00
9	1,128.50	1,161.00	1,197.00	1,236.00	1,270.50	1,310.50	1,350.00	1,395.00	1,438.50	1,488.00
10	1,197.00	1,236.00	1,270.50	1,310.50	1,350.00	1,395.00	1,438.50	1,488.00	1,538.50	1,592.50
11	1,270.50	1,310.50	1,350.00	1,395.00	1,438.50	1,488.00	1,538.50	1,592.50	1,651.00	1,708.50
12	1,350.00	1,395.00	1,438.50	1,488.00	1,538.50	1,592.50	1,651.00	1,708.50	1,773.50	1,831.00
13	1,438.50	1,488.00	1,538.50	1,592.50	1,651.00	1,708.50	1,773.50	1,831.00	1,899.00	1,969.50
14	1,538.50	1,592.50	1,651.00	1,708.50	1,773.50	1,831.00	1,899.00	1,969.50	2,040.00	2,110.00
15	1,651.00	1,708.50	1,773.50	1,831.00	1,899.00	1,969.50	2,040.00	2,110.00	2,183.00	2,263.50
16	1,773.50	1,831.00	1,899.00	1,969.50	2,040.00	2,110.00	2,183.00	2,263.50	2,339.00	2,411.00
17	1,899.00	1,969.50	2,040.00	2,110.00	2,183.00	2,263.50	2,339.00	2,411.00	2,501.00	2,576.50
18	2,040.00	2,110.00	2,183.00	2,263.50	2,339.00	2,411.00	2,501.00	2,576.50	2,671.00	2,766.50

84 Hour Schedule

Range	Longevity Increments									
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
7	1,052.50	1,082.50	1,114.50	1,150.00	1,186.00	1,219.50	1,257.00	1,298.00	1,334.00	1,376.00
8	1,114.50	1,150.00	1,186.00	1,219.50	1,257.00	1,298.00	1,334.00	1,376.00	1,417.50	1,464.50
9	1,186.00	1,219.50	1,257.00	1,298.00	1,334.00	1,376.00	1,417.50	1,464.50	1,511.00	1,562.50
10	1,257.00	1,298.00	1,334.00	1,376.00	1,417.50	1,464.50	1,511.00	1,562.50	1,615.50	1,672.50
11	1,334.00	1,376.00	1,417.50	1,464.50	1,511.00	1,562.50	1,615.50	1,672.50	1,733.50	1,794.50
12	1,417.50	1,464.50	1,511.00	1,562.50	1,615.50	1,672.50	1,733.50	1,794.50	1,862.00	1,922.50
13	1,511.00	1,562.50	1,615.50	1,672.50	1,733.50	1,794.50	1,862.00	1,922.50	1,995.00	2,067.50
14	1,615.50	1,672.50	1,733.50	1,794.50	1,862.00	1,922.50	1,995.00	2,067.50	2,142.00	2,216.50
15	1,733.50	1,794.50	1,862.00	1,922.50	1,995.00	2,067.50	2,142.00	2,216.50	2,292.00	2,366.50
16	1,862.00	1,922.50	1,995.00	2,067.50	2,142.00	2,216.50	2,292.00	2,366.50	2,456.00	2,532.00
17	1,995.00	2,067.50	2,142.00	2,216.50	2,292.00	2,366.50	2,456.00	2,532.00	2,626.50	2,706.00
18	2,142.00	2,216.50	2,292.00	2,366.50	2,456.00	2,532.00	2,626.50	2,706.00	2,804.50	2,892.50

~~Correctional Officers who are not subject to AS 23.40.200(a)(1) shall be compensated according to the following schedule effective July 1, 1996:~~

40 Hour Schedule

Range	Longevity Increments									
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
7	968.00	993.50	1,021.50	1,051.50	1,085.00	1,119.00	1,150.50	1,186.50	1,225.00	1,259.00
8	1,021.50	1,051.50	1,085.00	1,119.00	1,150.50	1,186.50	1,225.00	1,259.00	1,298.50	1,327.50
9	1,085.00	1,119.00	1,150.50	1,186.50	1,225.00	1,259.00	1,298.50	1,327.50	1,382.00	1,425.50
10	1,150.50	1,186.50	1,225.00	1,259.00	1,298.50	1,327.50	1,382.00	1,425.50	1,474.50	1,524.00
11	1,225.00	1,259.00	1,298.50	1,327.50	1,382.00	1,425.50	1,474.50	1,524.00	1,578.00	1,625.50
12	1,298.50	1,327.50	1,382.00	1,425.50	1,474.50	1,524.00	1,578.00	1,625.50	1,693.50	1,757.00
13	1,382.00	1,425.50	1,474.50	1,524.00	1,578.00	1,625.50	1,693.50	1,757.00	1,814.50	1,882.50
14	1,474.50	1,524.00	1,578.00	1,625.50	1,693.50	1,757.00	1,814.50	1,882.50	1,951.50	2,021.50
15	1,578.00	1,625.50	1,693.50	1,757.00	1,814.50	1,882.50	1,951.50	2,021.50	2,091.00	2,163.00
16	1,693.50	1,757.00	1,814.50	1,882.50	1,951.50	2,021.50	2,091.00	2,163.00	2,233.00	2,317.50
17	1,814.50	1,882.50	1,951.50	2,021.50	2,091.00	2,163.00	2,233.00	2,317.50	2,389.00	2,478.50
18	1,951.50	2,021.50	2,091.00	2,163.00	2,233.00	2,317.50	2,389.00	2,478.50	2,562.50	2,646.50

~~It is understood that the above wage schedules include the equivalent of one (1) step above the applicable salary table and that an employee's normally assigned step shall not be moved forward due to the pay adjustment nor their merit or longevity date changed.~~

~~These salary schedules shall be adjusted pursuant to Section 24.02.~~

26.02 Forty (40) Hour Schedule.

A. ~~The workweek for employees assigned to a forty (40) hour schedule shall consist of forty (40) hours in pay status within a maximum of seven (7) days allowing for two (2) consecutive days off, and all such employees shall be guaranteed a full workweek. The furlough provisions of 2 AAC 07.407 shall not apply.~~

B. ~~Work performed by overtime eligible employees in excess of forty (40) hours of work in a workweek is overtime and shall be paid at the rate of one and one half (1.5) times the applicable regular or shift rate of pay. Overtime pay or other premium pay shall not be pyramided or duplicated. Hours paid at the rate of one and one half (1.5) the appropriate rate of pay for any reason shall be credited only once in the calculation of hours in the workweek.~~

26.03 Eighty four (84) Hour Schedule.

A. ~~The workweek for employees on the twelve (12) hour schedule shall be a fourteen (14) day work period consisting of eighty four (84) hours in pay status within a maximum of seven (7) working days and seven (7) consecutive days off, and all employees shall be guaranteed a full workweek. The furlough provisions of 2 AAC 07.407 shall not apply.~~

B. ~~Employees working a twelve (12) hour shift shall receive a one half hour (1/2) duty free paid meal period as well as two (2) fifteen (15) minute paid relief breaks. Every effort shall be made to provide a meal break midway through the shift not earlier than three (3) hours after the start of the shift and not later than three (3) hours prior to the end of the shift. Meal breaks which are not given shall be reported before the end of each shift. If the employee does not report the missed meal break, it will be assumed the break was taken. Missed meal breaks will be treated as time worked and will be paid at the applicable rate.~~

C. ~~There shall be two (2) shifts, day and night. Night shift shall receive the swing shift differential set out at Section 24.04.~~

D. ~~Work performed by overtime eligible employees in excess of eighty four (84) hours of work in the work period is overtime and shall be paid at one and one half (1.5) times the appropriate regular or shift rate of pay. Overtime pay or other premium pay shall not be pyramided or duplicated. Hours paid at the rate of one and one half the appropriate rate of pay for any reason shall be credited only once in the calculation of hours in the workweek.~~

E. ~~Overtime pay for hours worked on a holiday shall be computed only on the hours worked between 12:01 a.m. and the following 11:59 p.m. on the holiday. This overtime compensation will be paid in addition to the eight (8) hours at the straight time rate for holiday pay and is subject to paragraph D above.~~

F. ~~If a holiday falls on the employee's regularly scheduled day off, the employee shall receive payment for the holiday for eight (8) hours at the straight time rate provided the employee was in pay status for a portion of the last regularly scheduled workday prior to the holiday and in pay status for a portion of the next regularly scheduled workday after the holiday. Such holiday pay does not count for the purpose of computing overtime nor for the purpose of fulfilling the work period unless worked as provided in paragraph E above.~~

~~G. Every effort will be made to include adjustment(s) for holiday pay in the pay warrant issued for the appropriate pay period. If not possible, the adjustment(s) for holiday pay may appear on the next regularly issued pay warrant for the pay period following the pay period in which the holiday(s) occurred. Penalty pay shall not apply for pay shortages which result from holiday pay adjustments.~~

26.04 Personal Leave. ~~It is agreed that personal leave shall be earned and used in lieu of sick and annual leave for employees covered by this article.~~

~~A. Accrual of personal leave for full time employees is according to the following schedule:~~

~~Years of Service~~	~~Hours/Pay Period~~
~~0 - 2~~	~~8~~
~~2 - 5~~	~~9~~
~~5 - 10~~	~~10~~
~~10 +~~	~~12~~

~~Personal leave accruals for partial periods of service will be on a prorated basis. Employees who work less than full time shall accrue personal leave on a prorated basis according the above schedule and the hours in pay status. There shall be no accrual of personal leave during any pay period during which the employee is absent without approved leave.~~

~~Accrued personal leave is available for use after an employee has completed thirty (30) continuous calendar days of employment. Employees shall use accrued personal leave on an hour for hour basis.~~

~~B. An employee who has accrued annual leave shall have that annual leave transferred to the employee's personal leave account.~~

~~C. An employee who has accrued sick leave shall have sixty percent (60%) of that sick leave transferred to the employee's personal leave account. The remaining portion of accrued sick leave shall be canceled without pay.~~

~~D. The use of leave under this section shall be reduced by the amount of wage continuation payments under the Alaska Worker's Compensation Act (AS 23.30).~~

~~E. Each employee shall take at least eighty (80) hours of personal leave each leave year.~~

~~F. Each employee may cash in up to eighty (80) hours of personal leave each leave year. Up to forty (40) hours may be applied against the mandatory leave usage of E.~~

~~G. In the application of other provisions of the 1996 - 1999 Agreement regarding annual or sick leave, personal leave shall be substituted on an hour for hour basis. The maximum leave accrual provisions of Section 25.01.E shall not apply to employees covered by personal leave.~~

26.05 Labor Management Committee on Corrections. ~~Within sixty (60) days following the effective date of this Agreement, the parties shall meet to establish a statewide labor management committee on Corrections pursuant to the provisions of Article 7. The committee shall be composed of no more than five (5) representatives of the Employer and no more than five (5) representatives of the Union. Additional individuals may be included in particular labor management meetings by mutual agreement. The topic of a transfer policy for Correctional Officers shall be a subject of the committee's first meeting. The parties recognize that issues concerning the Division of Community Corrections are appropriate for this labor management~~

committee:

ARTICLE 26

PERSONAL LEAVE

Implementation:

Effective December 16, 2000, a personal leave system shall be made available to eligible bargaining unit members under the terms of this Article. Eligible bargaining unit members employed in the unit prior to July 1, 2000 may irrevocably elect to participate in a personal leave system as described herein, in lieu of the annual and sick leave system provided in Article 25. All eligible bargaining unit members employed prior to July 1, 2000 will be provided with a written election form which must be completed and returned to the State (i.e., received) not later than October 31, 2000. Each eligible bargaining unit member may elect to remain covered either by the provisions of Article 25, or those of Article 26. Such election may be exercised only once, and is irrevocable for the duration of a member's employment. Any eligible member for whom an election form is not received by October 31, 2000 will be automatically covered by the personal leave provisions of this article.

Any leave eligible bargaining unit member entering the unit on or after July 1, 2000 will be covered by the provisions of this article from and after December 16, 2000. Prior to that date, the terms of Article 25 will apply. Any leave eligible bargaining unit members entering the unit on or after December 16, 2000 will be covered by the terms of this article.

At such time as the total number of leave eligible bargaining unit members remaining covered by the terms of Article 25 is less than one thousand five-hundred (1,500) members, all leave eligible bargaining unit members shall be converted to the personal leave system provided in this article. Such conversion shall be made on the sixteenth (16th) day of the month following the month in which the number of members remaining covered by Article 25 reaches less than one thousand five-hundred (1,500).

From and after the date of individual or collective conversion to the personal leave system, personal leave shall be earned and used in lieu of all sick and annual leave. A bargaining unit member who has accrued annual leave shall have one-hundred percent (100%) of the annual leave balance transferred to the member's personal leave account. A member who has accrued sick leave shall have fifty percent (50%) of the sick leave balance transferred to the member's personal leave account. The remaining sick leave balance shall be retained and is available for use in accordance with section 26.03 of this article. No additional sick leave shall accrue.

In the event that a member enters the unit between July 1, 2000 and December 16, 2000, and has a previously established medical leave bank as a result of a prior personal leave conversion, such member's banked medical leave shall not be available for additional conversion under this article. Such banked medical leave remains available for utilization as provide in section 26.03.

26.01 Rate of Accrual

All full-time bargaining unit members holding permanent, probationary, provisional or long-term nonpermanent status shall accrue personal leave as follows:

<u>Years of Service</u>	<u>Hours Per Pay Period</u>
<u>0 - 2</u>	<u>7.50</u>
<u>2 - 5</u>	<u>8.44</u>
<u>5 - 10</u>	<u>9.38</u>

10 +

11.25

Personal leave accruals for partial months of service will be on a prorated basis. Leave eligible members who work less than full-time shall accrue personal leave on a prorated basis according to the above schedule and hours in pay status. Accrued leave shall be posted on a semimonthly pay period and shall be available for use when posted except as noted herein. In determining years of service for the purpose of computing personal leave, all permanent/probationary/provisional/long-term nonpermanent service with the Territory and State of Alaska is included.

Accrued personal leave is available for use by a member following the successful completion of thirty (30) consecutive calendar days of leave eligible employment.

All full-time bargaining unit members holding permanent, probationary, provisional or long-term nonpermanent status who are regularly assigned to forty (40) hour workweeks pursuant to a Letter of Agreement establishing such alternate workweeks shall accrue personal leave as follows:

<u>Years of Service</u>	<u>Hours Per Pay Period</u>
0 - 2	8
2 - 5	9
5 - 10	10
10 +	12

26.02 Changes of Accrual Rate

Changes in the rate of personal leave accrual shall take effect at the beginning of the pay period immediately following the pay period in which the employee completes the prescribed period of full-time service.

26.03 Medical Leave Bank and Transfer of Accrued Sick Leave

A. A leave eligible member in the bargaining unit who becomes covered by the provisions of this article and who has accrued sick leave shall have fifty percent (50%) of that sick leave transferred to the employee's personal leave account and fifty percent (50%) of that sick leave transferred to a medical leave bank. Banked medical leave may only be taken in accord with this article.

B. Medical Leave Bank. Such leave is to be used only in the event of illness or injury of the member or the member's immediate family, or other events authorized in this article. There will be no further additions to the medical leave bank.

The medical leave bank balance can be authorized for use only if a medical disability exceeds twenty (20) consecutive working days in duration or the personal leave balance has been exhausted, except that any one (1) medical disability which prevents the member from working (as certified by the attending health care provider) and which exceeds ten (10) consecutive working days shall be charged as follows:

1. to personal leave up to a maximum of ten (10) consecutive working days.
2. after exceeding the ten (10) consecutive days charged to personal leave, the additional leave shall be charged to the medical leave bank.
3. if the medical leave bank has been exhausted, the leave shall be charged to personal leave.

Such illnesses shall in all cases require a report from a health care provider recognized under the FMLA.

26.04 Utilization and Disposal

Personal leave shall be used for any and all purposes for which sick and/or annual leave have heretofore been used. This includes medical or dental appointments, and illness or injury of the member or the member's immediate family as defined in 2 AAC 08.999.

Personal leave requests require the prior approval of the supervisor except in the case of illness or injury to the member. Member requests shall be given full consideration and, to the extent practicable, approved. However, the parties agree that the final decision with regard to approval or disapproval of any request will be based on the supervisor's evaluation of the needs of the job. In an absence due to illness or injury, the supervisor may require a physician's certificate. Members will not be required to provide a physician's certificate for illnesses of less than three (3) days unless improper use is suspected.

Personal leave accrued but not used shall accumulate until separation; however, at least 37.5 hours of personal leave must be used each full leave year (December 16 of one (1) calendar year through December 15 of the following calendar year). Seasonal employees of less than twelve (12) months duration shall be exempt from mandatory leave. Personal leave cashed-in pursuant to Section 26.07 of this article does not count toward the mandatory 37.5 hours usage. Part-time members shall have the mandatory leave requirement prorated based upon the number of hours the member is regularly scheduled to work.

If the member fails to use the 37.5 hours in any full leave year, the member shall be entitled to payment for the unused portion. This payment shall be at the member's annualized hourly rate and shall be included in the first (1st) regular payroll following the close of the leave year. The period of time for which payment is made will be deducted from the member's personal leave balance. It is understood that, should the member fail to schedule the 37.5 hours leave, the Employer may direct that the member take the personal leave at any time to satisfy the 37.5 hours requirement.

26.05 Separation

- A. Members who separate from State service for any reason including layoff shall receive within seven (7) days a lump sum payment for accrued personal leave in accordance with statutory provisions in effect on the date of separation.
- B. Members who go on personal leave and subsequently give notice of resignation, or who do not return to work, will be considered to have separated on the last day worked. No additional leave will accrue after the last day worked.
- C. Any exception to the policy stated in B of this section requires the prior written approval of the Commissioner of the Department of Administration.
- D. Upon separation from state service, the medical leave bank balance shall be automatically canceled without pay except in case of death of an employee who, at the time of death, is a bargaining unit member. All unused medical leave shall be paid to the member's designated beneficiary in a lump sum at the member's annualized hourly rate of pay.

26.06 Funeral Leave

If a death occurs among members of an member's immediate family, the member will be excused from work and allowed to use up to 37.5 hours of leave to attend the funeral and make arrangements. The funeral leave time will be charged first to personal leave, then to the banked sick leave or, if no leave is available, to leave without pay. Additional days may be authorized under extenuating circumstances. Immediate family, for the purpose of funeral leave, shall mean the member's spouse, children, stepchildren, father, mother, father-in-law and mother-in-law, sister, brother, grandparents, and grandchildren.

26.07 Leave Cash-In

Members having in excess of 37.5 hours of personal leave shall, upon written request to the Employer, receive payment for accrued but unused personal leave, subject to the following limitations:

1. Under no circumstances may a member request or receive a leave cash-in which would reduce the employee's accrued personal leave balance below 37.5 hours.
2. Payment will be made no later than one (1) pay period following the pay period in which the request was made, subject to AS 37.05.510.
3. Leave cashed in under this section does not reduce the 37.5 hour mandatory leave requirement in section 26.04 of this article.

26.08 - Union Business Leave Bank

A. There is hereby created an Union Business Leave Bank which shall be administered by the State with a monthly report of the balance and withdrawals provided to the Union. The Bank shall be established by an automatic transfer of seven and one-half (7.5) hours of personal leave from each new bargaining unit member. Such bargaining unit members shall donate seven and one-half (7.5) hours of personal leave when the bargaining unit member's balance is at least seven and one-half (7.5) hours or more and such leave shall be transferred to the Bank.

In addition, any bargaining unit member at his/her option may transfer personal leave in one (1) hour increments to the Bank. Transfers may be made at any time during the duration of the Agreement with no maximum limit on the number of increments except that a bargaining unit member may not transfer more increments of personal leave than are posted to the member's personal leave balance at the time of authorization. The bargaining unit member's leave balance will be reduced by the amount of leave transferred to the Bank.

B. Leave assessments from new bargaining unit members to the unit and donated personal leave will be converted to its dollar value at the rate of pay of the bargaining unit member from whom the leave was received. Those dollars (with benefit costs) shall be placed in the Union Business Leave Bank. When business leave is used in accordance with the other provisions of this section, dollars will be withdrawn from the Union Business Leave Bank equal to the hourly rate (with benefit costs) of the bargaining unit member utilizing the leave times the hours of leave taken.

C. 1. Withdrawal requests from the Bank will be for purposes of compensation of bargaining unit members for absences due to contract negotiations and formulation, meetings,

conventions, training sponsored by the Union, attendance at arbitration or other hearings as witnesses for the Union, and other like purposes as may be determined by the Union. Requests for withdrawals from the Bank shall be made only by the Business Manager of the Union or such other person as designated by the Union to the Director of the Division of Personnel on forms mutually agreed by the parties. The original leave slip shall be presented to the Union by the bargaining unit member and must accompany all requests for withdrawal from the Bank. All personal leave transferred to the Bank is final and not recoverable for recredit to an individual's personal leave account.

2. The purposes listed in C.1 shall first be met through use of the Union Leave Bank. Should there be insufficient money available through the leave bank, the Employer shall approve personal leave or leave without pay for purposes listed in C.1.

D. 1. The release of bargaining unit members for Union business leave shall be handled on the same basis as release from duty for personal leave. Such approval shall not be unreasonably withheld by the supervisor. The Union may authorize business leave in excess of regularly scheduled hours; however, excess business leave hours will not be included for the purpose of calculating overtime.

2. In instances of contract negotiations and other highly critical matters of long duration, the Employer agrees that every reasonable effort will be made to release bargaining unit members from their duties; however, the parties recognize that a situation may develop such that a bargaining unit member may not reasonably be released.

26.09 - Donations of Personal Leave

Members shall be allowed to donate personal leave to and receive donations of personal leave from leave eligible members in this unit or those represented by a different union or noncovered employees subject to the following conditions:

1. Each member wishing to donate personal leave will fill out, date and sign a leave slip showing the amount of leave to be donated subject to a minimum of four (4) hours. The leave slip will have written along the bottom, or in the space provided, "Leave donated to (employee name, social security number)."
2. The recipient's union will be responsible for gathering all leave donations to be forwarded to the Division of Finance for processing. Leave donations will be posted by the Division of Finance to the recipient's account during the pay period in which received (1 through 15, or 16 through the end of the month) for use from that pay period forward. Donations shall not be posted for use in a pay period prior to that in which received.
3. The Division of Finance will convert the donated leave to dollars at the annualized hourly rate of the donor. That dollar amount will be converted to leave at the annualized hourly rate of the recipient and the appropriate hours of leave will be added to the recipient's donated leave account for use as sick leave. The total amount of leave credited to the recipient's donated leave account shall not exceed 300 hours during the life of the current agreement. Donated leave may not be used until all accrued personal leave has been exhausted.
4. Once the Division of Finance has completed the above process, the State will not be obligated for further processing or liabilities resulting therefrom. Once the donation has been transferred to the recipient, the donation cannot be withdrawn, modified or otherwise returned to the donor's leave account. Leave donations will not reduce the mandatory leave usage requirements established in the collective bargaining agreement. Upon the

death of an member, any unused donated leave shall be paid in cash to the member's beneficiaries at the member's annualized hourly rate.

26.10 Court Leave

A leave eligible member who is called to serve as a juror or subpoenaed as a witness shall be entitled to court leave. Court leave shall be supported by written documents such as subpoena, marshal's statement of attendance, and compensation for services, per diem and travel. Members shall turn over to their employing departments all moneys received from the court as compensation for service and in turn shall be paid their current salary while on court leave. Leave eligible members who work the graveyard or swing shifts shall be placed on day shift for the day or duration of the time they are scheduled to appear, whichever is longer, provided the Employer receives twenty-four (24) hours notice.

26.11 Military Leave

A leave eligible member who is a member of a reserve or auxiliary component of the United States Armed Forces is entitled to a leave of absence without loss of pay, time or performance rating without regard to other compensation earned during that period on all days during which the member is ordered to training duty, as distinguished from active duty, with troops or at field exercises, or for instruction, or when under direct military control in the performance of a search and rescue mission. The leave of absence may not exceed sixteen and one-half (16.5) working days in any leave year.

A leave eligible member who is required to report for a military physical examination is entitled to a leave of absence without loss of pay, time or performance rating. The leave of absence shall not exceed three (3) working days.

A member on personal leave shall not go on military leave without returning to duty unless military leave is approved prior to commencement of personal leave.

26.12 Family Leave

Qualified members may be granted family leave. When taking family leave, a qualified member must exhaust all accrued personal and sick leave as provided in Section 25.03, and donated leave (in that order) before entering leave without pay except that a member may elect to retain up to 37.5 hours of personal leave in his or her leave account for use upon return from leave taken under this provision. When taking leave due to pregnancy, childbirth, foster care placement or adoption, the leave entitlement must be taken consecutively.

The period for utilizing family leave entitlements shall commence with the first day of family leave. A member may be required to recertify the qualifying reason for remaining on family leave. A member may be required to provide a fit-for-duty statement prior to returning to work.

26.13 Other Approved Absences

Upon application and approval of the appointing authority, a member may be granted leave of absence without pay. Such leave shall not normally exceed twelve (12) continuous months. Continuous service credit shall not accrue during the period of leave. Approval of said leave of absence shall not be unreasonably withheld.

Except as otherwise provided herein, the provisions of Appendix C will be in effect and it is hereby incorporated by reference.

26.14 - Leave Anniversary Date

The leave anniversary date must be moved one (1) month later for each twenty-three (23) days of leave without pay in a leave year.

26.15 Maintenance And Cure

A. In the event a bargaining unit member becomes ill or is injured while assigned to work as a seaman in the service of the Employer's vessel in navigable waters, the bargaining unit member shall receive wages to the end of the work assignment. Accrued personal leave shall be charged during the period of time that the bargaining unit member is receiving unearned wages for a work related injury or illness.

B. When a bargaining unit member is entitled to the payment of maintenance under the doctrine of maintenance and cure, payment of maintenance shall begin at the end of the period for which unearned wages are payable. Maintenance shall be paid at the rate of forty-five dollars (\$45.00) per day.

If a bargaining unit member elects to utilize personal leave for the same period in which maintenance is received, the combined rate for maintenance and personal shall not exceed the bargaining unit member's regular daily pay.

C. A bargaining unit member shall submit all bills regarding a work-related injury or illness to:

ATTN: George Erickson

Ward North America

3330 Arctic Blvd. Ste.206

Anchorage, AK 99503

D. No dispute regarding entitlements under the Jones Act is susceptible to consideration through the complaint or grievance procedures contained in this Agreement.

26.16 Time Off to Vote

The Employer shall provide reasonable and necessary time off for bargaining unit members to vote in local, municipal, borough, State and federal elections, provided that the member is unable to vote outside working hours because of actions of the Employer.

**ARTICLE 27
SHIFT ASSIGNMENT**

A. Hours of Operation.

1. Hours of operation shall be established by the Employer.
2. The Employer will notify the Union prior to implementing any large scale change in the hours of operation.

B. Shift Assignments.

1. Shift assignments shall be made in accordance with the needs of the Employer.
2. Seniority shall be considered in assigning employees to desired shift assignments. For purposes of this Article, seniority means continuous length of service in the job class.

3. Neither permanent assignments nor temporary reassignments shall be used as a means of disciplining bargaining unit members. The parties acknowledge that changes in assignment may be appropriate as part of a corrective or investigatory action.

C. Alternative Workweeks.

1. A four (4) day workweek or other form of alternative workweek schedule may be established by written mutual agreement of the Employer and the Union, the terms of which schedules shall be set forth in letters of agreement.
2. All letters of agreement establishing alternative workweek schedules in effect on the date of signing of this Agreement shall be automatically cancelled ninety (90) days after signing unless specifically renewed or renegotiated.

D. Flexible Work Hours.

1. Upon employee request, flexible work hours may be established by the commissioner of the employing department, pursuant to AAM 100.540-570.
2. The commissioner or the commissioner's designee shall be the approving authority for bargaining unit member requests for flexible work hours.

E. Shift bidding procedures may be established for a particular work site by letter of agreement between the Employer and the Union.

F. Nothing in this Article precludes temporary reassignment of a bargaining unit member because of illness, vacation, emergency, training, orientation, or similar causes.

G. A bargaining unit member may trade shifts with another bargaining unit member provided prior approval has been secured from the supervisor of the work being performed. The bargaining unit member is responsible for accounting for shifts "traded" and "paid back." The Employer will pay the member scheduled to work for the actual hours worked on the shift.

H. Split Shifts. The Employer agrees that bargaining unit members will not be scheduled to work split shifts except in those instances where there is no reasonable alternative.

ARTICLE 28 EQUIPMENT AND CLOTHING

- A. The Employer shall not require bargaining unit members to furnish their own tools or work implements in order to perform State work.
- B. The Employer shall provide uniforms to all bargaining unit members required to wear such prescribed apparel. A uniform is defined as a set of wearing apparel required by the Employer to be of a specific color and style.

ARTICLE 29 SAFETY AND HEALTH

29.01 Safety Equipment. It shall not be a violation of this Agreement nor grounds for discipline or dismissal if a bargaining unit member refuses to work on an unsafe job, provided the job is found to be unsafe by the Alaska Department of Labor. Any safety equipment required by the Division of Labor Standards and Safety regulations to make a job safe shall be supplied by the Employer. The Employer shall abide by the Division of Labor Standards and Safety regulations. Disciplinary action shall not be taken under this section until the Department of Labor has made a finding on safety. If the Department of Labor finds the job to be safe and subsequent disciplinary

action is taken, the bargaining unit member shall have recourse to the applicable complaint or grievance-arbitration procedure.

29.02 Monitored Health Program.

- A. The Employer agrees to inform bargaining unit members of identified hazards with which they may come in contact in accordance with the applicable regulations of the Alaska Department of Labor.
- B. The parties recognize that certain bargaining unit members may, in the regular performance of their duties, come in contact with pathogenic, carcinogenic and toxic substances or with infectious blood or body fluid borne diseases. When a qualifying bargaining unit member provides proof of having undergone an annual physical and including a copy of the insurance explanation of benefits (EOB), the Employer will reimburse that bargaining unit member one hundred and five dollars (\$105.00). Claim for reimbursement must be submitted within ninety (90) days of service. No more than one (1) such reimbursement will be made in any twelve (12) month period.

29.03 Labor-Management Committee on Safety and Health. Within sixty (60) days of the effective date of this Agreement, the parties agree to establish a statewide Safety and Health Committee subject to the provisions of Article 7 (Labor-Management Committees). The committee shall consist of not more than four members representing the Employer and four members representing the Union. A specific priority responsibility of this Committee shall be to recommend to the Commissioner of the Department of Administration a policy for minimizing the risk of transmission of body fluid or blood borne diseases to bargaining unit members working in residential institutions. The Committee shall also recommend strategies for implementing such policy. Representatives of other bargaining units may participate in this aspect of the Committee's work upon mutual agreement of the concerned parties.

The Committee shall make a preliminary report on this subject to the Commissioner of the Department of Administration not later than ninety (90) days after convening and a formal report within six (6) months. This does not preclude continuing discussions and further recommendations subsequent to the formal report. The Committee report must be given serious consideration by the Commissioner of the Department of Administration prior to the implementation of any policy on this subject.

ARTICLE 30 TRAVEL, PER DIEM AND MOVING

Except as specifically provided in this article, travel, per diem and moving allowances shall be paid in accordance with the provisions of the Alaska Administrative Manual in effect on the date of travel.

30.01 Travel Status A bargaining unit member shall be considered in travel status from the time an authorized trip begins until it ends. For purposes of interpretation, travel status will begin and end when the bargaining unit member leaves and returns to his/her immediate work station if travel begins and ends during assigned working hours, or when the bargaining unit member leaves and returns to his/her home if travel begins and ends outside assigned working hours.

30.02 Lodging Allowance

In instances where the Employer provides meals and lodging, the employee has no entitlement to any per diem or allowance of any type.

- A. Short-term Allowance Rate. Except as authorized in Section 30.02.C below, ~~t~~The Employer shall reimburse, as appropriate, a bargaining unit member for actual receipted lodging expenses incurred while traveling on official State business and overnight lodging is obtained for periods of thirty (30) days or less.
- B. Long-term Rate. As to any one (1) location assignment, a lodging allowance of forty-five dollars (\$45) shall be provided for assignments exceeding the first thirty (30) days. The long-term lodging allowance may not be allowed after six (6) months in one location unless a continuation has been approved in advance by the Division of Finance, Department of Administration.
- C. Bargaining unit members traveling on official State business in locations where commercial lodging is available, who choose not to utilize that commercial lodging, but rather obtain non-commercial lodging, shall be provided a lodging allowance of thirty dollars (\$30) per day for periods of thirty (30) days or less.
- ~~GD.~~ Noncommercial Rate. When required to stay in a community or location where no commercial lodging facilities are available and lodging is not provided by the state or a vendor, a bargaining unit member in travel status is entitled to a noncommercial allowance of thirty dollars (\$30) for lodging. In addition, the member shall receive a meal allowance as provided in Section 30.03 below. This payment in one location will not be allowed for more than six (6) consecutive months unless a continuation has been approved in advance by the Division of Finance, Department of Administration.

30.03 Meal and Incidental Allowance. A meal and incidental allowance will be allowed a bargaining unit member who is on travel status within the State of Alaska in accord with Section 60.220 of the Alaska Administrative Manual. In no event shall the short-term rate be less than ~~thirty-six~~ forty-two dollars (~~\$36~~ 42) per day, consisting of ~~eight~~ nine dollars (~~\$8~~ 9) for breakfast, ~~nine~~ eleven dollars (~~\$9~~ 11) for lunch, and ~~nineteen~~ twenty-two dollars (~~\$19~~ 22) for dinner.

30.04 Travel Outside the State of Alaska. A bargaining unit member traveling outside the State of Alaska shall be reimbursed for actual receipted lodging expenses in addition to a meal allowance in accord with Section 60.220 of the Alaska Administrative Manual.

30.5 Reimbursable Travel Expenses When Required to Move.

- A. Whenever an employee is required to change the employee's place of residence because of a change in assignment, ~~promotion~~ or other reasons related to assigned duties, the employee shall be reimbursed for transportation expenses in accord with Section 60.360 of the Alaska Administrative Manual.

B. The Employer may authorize the payment of travel and per diem to secure housing prior to the change in duty station. Such authorization, however, may only be made if the change in duty station is at the request of the Employer.

30.06 Reimbursable Moving Expenses. All employees shall be reimbursed for moving expenses in accord with Section 60.350-~~380~~ of the Alaska Administrative Manual. "Personal effects," defined as all personal property and possessions, is applicable, except in cases where geography or other conditions beyond the employee's control require that the employee's

privately-owned vehicle be shipped rather than driven. In such cases, the Employer will pay for shipping and the weights of such privately-owned vehicle will not be deducted from the reimbursable weights allocation.

30.07 Privately Owned Conveyance. Reimbursement for mileage for use of a bargaining unit member's privately owned ~~vehicle conveyance~~ shall be made in accord with Section 60.120 of the Alaska Administrative Manual; ~~but in no event shall the reimbursement for mileage be less than thirty cents (\$.30) per mile.~~ The Employer and bargaining unit member may mutually agree, in writing, to the bargaining unit member's consistent use of his/her privately owned conveyance for State business.

30.08 Privately Owned Aircraft. ~~It is recognized that~~ From time-to-time it is mutually beneficial to have bargaining unit members use their private aircraft in the course of State business. The mileage reimbursement rate shall be forty-five cents (\$0.45) per mile or such higher amount authorized in accordance with Section 60.090 of the Alaska Administrative Manual when a privately owned aircraft is used for a trip specifically authorized in advance by the Employer.

30.09 Duty Station.

- A. Neither an employee's duty station nor the employee shall be transferred unless such transfer is in the best interest of the State. Prior to approving any requests for involuntary transfers, the Director of the Division of Personnel shall request and consider the comments of the Union.

Disputes arising over involuntary transfers shall enter the Grievance Procedure at Step Three, and if not resolved at that level, the parties agree to expedite arbitration. No such transfer will be considered permanent until the arbitration step is completed.

The provisions of this section do not apply to office closures and office relocations.

- C. ~~Employees shall be given sixty (60) days notice except where extenuating circumstances prevent such notice. The Employer shall make every effort to give the employee at least ninety (90) calendar days notice prior to the effective date of the transfer. Employees shall be given sixty (60) calendar days notice prior to transfer, or be entitled to sixty (60) days short-term per diem for the difference.~~

ARTICLE 31 STATE OWNED/CONTROLLED HOUSING

~~The provisions of Article 40 of the 1984-1986 General Government Unit Agreement (as amended by the letter of agreement of May 4, 1986) shall remain in effect.~~

The Employer shall continue to provide state owned housing to members of the bargaining unit in the same manner that it did on June 30, 1999.

ARTICLE 32 PARKING

- A. The Employer shall make a good faith effort to make parking facilities available to bargaining unit members.

- B. Handicapped Parking. Every effort will be made to provide reserved parking spaces for bargaining unit members who are handicapped with respect to walking capability. If spaces are available, they will be assigned as close to the member's working area as practicable.
- C. The Union will be consulted regarding any large-scale change in the number and location of bargaining unit spaces.
- D. Where headbolt heater outlets are physically present in the parking spaces made available under A and B, bargaining unit members shall be permitted to use such outlets at no cost and under the conditions as designated by the Employer, consistent with specific Environmental Protection Agency (EPA) or local jurisdiction standards, where existing.

The Employer is under no obligation to install, or to require installation of, headbolt heater outlets where none exist.

ARTICLE 33 PROTECTION OF RIGHTS

33.01 Illegal Work. The Employer shall not knowingly require any bargaining unit member to perform work in violation of any federal, State or local laws.

33.02 Revocation of Licenses. In the event any bargaining unit member shall suffer a revocation of professional license because of violations of any federal, State or local laws by the Employer, the Employer shall provide suitable and continued employment for the bargaining unit member at not less than his or her standard rate of pay at the time of revocation for the entire period of revocation, and the bargaining unit member shall be reinstated to the position held prior to revocation after the license is restored.

33.03 Stolen or Damaged Property.

- A. Bargaining unit members shall not be responsible for stolen, lost or damaged property except where there is cause to suspect negligence or deliberate act. This shall include the use of credit cards or any other method of credit. In cases of bargaining unit members who are continuing their employment, no deduction in pay shall be made without ten (10) working days notice. If the bargaining unit members dispute the matter through the grievance or complaint procedure as applicable within the ten (10) working days notice, no deduction will be made until the dispute process has been completed.
- B. In cases of separating bargaining unit members or seasonal bargaining unit members leaving at the end of a season, the Employer may withhold from the final paycheck the value of the lost or damaged property and may do so pending completion of the applicable dispute process.
- C. This section is not intended to preclude disciplinary action or provide for a time frame for the action except as otherwise provided in this Agreement.

33.04 ~~Accidents~~ Repayment for Damaged Property. When an ~~accident~~ property damage occurs which in the Employer's opinion is chargeable to a bargaining unit member, the member shall be notified before any action is taken ~~with respect to such chargeability against the bargaining unit member.~~ A bargaining unit member shall have recourse through the grievance or complaint procedure as applicable beginning with Step ~~Four~~ Three or the Commissioner of the Department of Administration ~~respectively.~~

33.05 Overpayments.

Overpayments will be collected in accordance with the Alaska Administrative Manual, Section 330.010-050.

However, overpayments that total one thousand dollars (\$1000) or less, discovered fifteen (15) months or later from the time the overpayment was made, shall be forgiven by the Employer, unless the overpayment was the result of fraud, deception, or the bargaining unit member's negligence.

All disputes regarding the recovery of overpayments of compensation or other benefits covered by this Agreement shall enter the grievance or complaint procedure, as applicable, at Step ~~Three~~ Two or with the head of the employing agency or department respectively.

ARTICLE 34 EXAMINATION OF RECORDS

34.01 Member Review. A bargaining unit member shall have the right to examine his/her official personnel files, including the supervisor's working file and departmental personnel file. The location of all files containing personnel records shall be made known to a bargaining unit member or Union representative upon request. Reasonable requests for copies of material contained in personnel files will be honored. The parties recognize that it may become necessary to charge for copies provided beyond one (1) copy of each document during any twelve (12) month period at the rate of ~~twenty-five cents (\$.25)~~ ten cents (\$.10) per page.

34.02 Union Review. Union Representatives may examine a bargaining unit member's official personnel file, including the supervisor's working file and the departmental personnel file, upon submission to the Employer of the bargaining unit member's written permission to do so. The Employer shall make available original or copies of the original records for examination by the Union Representative at the place where the records are kept.

34.03 Secret Files. No secret files shall be kept on any bargaining unit member ~~and the location of all files containing personnel records shall be made known to a bargaining unit member upon request.~~

34.04 Confidential Information.

- A. The Union agrees that all nonpublic personnel information (per AS 39.25.080) provided to them by the Employer shall be used only for purposes related to the execution of the Agreement; and that the Union shall be responsible for the protection and security of information provided.
- B. The Employer may conduct confidential investigations into alleged misconduct by bargaining unit members.

34.05 Subpoenaed Records

If a court of competent jurisdiction subpoenas a bargaining unit member's official personnel record in conjunction with a lawsuit in which the Employer believes the bargaining unit member's conduct was within the scope of his or her authority and did not constitute willful misconduct or gross negligence as outlined in Article 36, the Employer agrees to make a good faith effort to notify the bargaining unit member, unless prohibited by law.

ARTICLE 36 LEGAL INDEMNIFICATION

- A. If the Employer determines that a bargaining unit member did not engage in conduct beyond the scope of the bargaining unit member's authority or which constituted willful misconduct or gross negligence in the performance of the bargaining unit member's duties, upon request the Employer agrees to provide for the legal defense of the bargaining unit member in any civil legal action brought against the bargaining unit member as a result of the performance of the bargaining unit member's duties.
- B. The bargaining unit member must request in writing that the Employer provide the legal defense services available under this Article within five (5) working days of service of summons and complaint on the bargaining unit member. The summons and complaint shall accompany the request. The postmark on the bargaining unit member's request shall be accepted as the date of request by the Employer. Failure to submit a written request within the required five (5) working days relieves the Employer of any obligation under this Article.
- C. The Employer shall have the right to determine which attorney shall represent the bargaining unit member. If the bargaining unit member objects to the attorney provided by the Employer, the bargaining unit member may request that the Employer appoint another attorney. The bargaining unit member may make only one (1) such request.
- D. If the Employer determines that the bargaining unit member did not engage in conduct beyond the scope of the bargaining unit member's authority or which constituted willful misconduct or gross negligence, the Employer agrees to compensate the bargaining unit member at the bargaining unit member's normal rate of pay including per diem without loss of any benefits or seniority to the bargaining unit member; upon a reasonable showing by the bargaining unit member of need, an absence from work will be allowed to prepare the bargaining unit member's case for negotiation or trial. The Employer also agrees to pay any judgment rendered against the bargaining unit member if the Employer has provided legal services to the bargaining unit member pursuant to this Article.
- E. The Employer may undertake the defense of a bargaining unit member pursuant to this Article with reservation. If the Employer has provided legal services under reservation, the obligation to pay a judgment against the bargaining unit member is not operative until final determination is made by the Employer of the bargaining unit member's eligibility for legal services under this Article. If the Employer has undertaken the defense of a bargaining unit member with reservation, and if a court of competent jurisdiction deems that the bargaining unit member acted beyond the scope of the bargaining unit member's authority or with willful misconduct or gross negligence, then the Employer has no liability whatsoever to the bargaining unit member or any other person as a result of such determination. In such cases as this, the judgment, costs and fees will be borne by the bargaining unit member as in any other instance where the court determines that the bargaining unit member acted beyond the scope of the bargaining unit member's authority or with willful misconduct or gross negligence.
- F. For purposes of this Article, Employer means the State of Alaska or designated representative of the State or an agency of the State. Consistent with past practice, decisions of the Employer pursuant to this Article shall not be subject to the grievance-arbitration procedures.

ARTICLE 37 CONCLUSION OF COLLECTIVE BARGAINING

- A. This Agreement is the entire Agreement between the Employer and the Union. The parties acknowledge that they have fully bargained with respect to all terms and conditions of employment and have settled them for the duration of this Agreement. This Agreement

terminates all prior agreements and understandings either verbal or in writing except as provided at B below and concludes collective bargaining for the duration of this Agreement.

- B. Letters of Agreement or other contract modifications entered into prior to the effective date of this Agreement shall terminate thirty (30) days subsequent to the effective date of this Agreement (except as otherwise specified in the Agreement) unless expressly renewed in writing by the parties.
- C. Prior to enacting any change in the terms and conditions of employment as established by a specific provision of this Agreement, the Commissioner of the Department of Administration shall obtain the agreement of the Union in the form of a letter of understanding or agreement. Prior to enacting any change in any mandatory subject of bargaining which is not established by a specific provision of this Agreement and which was not a subject of a negotiations proposal, the Union shall be notified in advance of the proposed change thereby enabling them to negotiate on that change.

ARTICLE 38 SAVINGS AND SEPARABILITY

If an article or part of an article of this Agreement should be decided by a court of competent jurisdiction or by mutual agreement of the Employer and the Union to be in violation of any federal, State or local law or if adherence to or enforcement of an article or part of an article should be restrained by a court of law, or if any section or article should be found not in compliance with federal regulations where compliance is required as a condition for the receipt and expenditure of federal funds, the remaining articles of the Agreement shall not be affected and the Employer and the Union shall convene immediately for the purpose of negotiating a satisfactory replacement.

ARTICLE 39 SUPERSEDING EFFECT OF THIS AGREEMENT

If there is any conflict between the terms of the Agreement and any Personnel Memoranda or rules of the merit system, the terms of this Agreement shall supersede those memoranda or rules in their application to the bargaining unit.

ARTICLE 40 LEGISLATIVE ACTION

- A. The parties acknowledge that implementation of the monetary terms of this Agreement is subject to AS 23.40.215. The Employer shall submit the required legislation at the earliest possible date and both parties shall support its passage. If the legislature fails to fund the monetary terms of the Collective Bargaining Agreement in any year of the contract, the parties agree to reenter negotiations for a period of ten (10) days. At the end of the ten (10) day period it will not be a violation of Article 5.01 A. of this Agreement if the class 2 and class 3 Union members conduct a strike vote.

If the bargaining unit members vote to strike, all of the provisions of Article 5 are waived immediately.

B. The Employer shall be held free of penalty pay or other punitive action for the ninety (90) day period following the date funds become available subsequent to legislative appropriation for the funding of this Agreement, except those payments which would have been required under the predecessor agreement.

~~C. If such legislation is not passed by the end of the legislative session in which submitted, or if such legislation is rejected by the legislature, the parties shall immediately reenter negotiations to be conducted in accordance with AS 23.40.215.~~

~~D.C. Provisions of this Agreement not requiring legislative funding before they can be put into effect shall be implemented on the effective date of this Agreement or the date otherwise specified in the Agreement. The parties agree that this Article is not intended to interrupt, change, or amend the Class 1, 2, or 3 bargaining unit members collective bargaining rights established by AS 23.40.070 et. seq.~~

ARTICLE 41 PRINTING OF THE AGREEMENT

The parties agree that no later than thirty (30) days after the execution of this Agreement representatives of the Employer and the Union will meet and mutually agree on the format, size, and specifications of the printed Agreement.

The Employer shall print or be responsible for the printing of this Agreement within ninety (90) days of the signing of the Agreement. The parties will designate the number of copies of the Agreement each desires and each party will be responsible for the cost involved in printing that number of copies. The Union will be responsible for distribution of the copies to its membership and all such copies may be distributed during working hours.

ARTICLE 42 DURATION OF AGREEMENT

This Agreement shall become effective July 1, ~~1996~~ 2000, and shall remain in effect until June 30, ~~1999~~ 2003.

Either party may give written notice during the period October 1 through October 31, ~~1998~~ 2002, of its desire to negotiate a new agreement. Negotiations shall commence on or after between December 1, ~~1998~~ 2002 and December 31, 2002.

For the State of Alaska:

For ASEA/AFSCME Local 52:

Bob Poe, Commissioner
Department of Administration

Charles L. O'Connell
Business Manager/Spokesperson

DATE

DATE

Vinnie O'Connor, President
ASEA/AFSCME Local 52

Bargaining Team Members:

Bruce Cummings, Spokesperson

Janice Adair

Pam Day

Greg Elliott

Mike Lesmann

George Smith

Kathy Dietrich, Business Agent

Bargaining Team Members:

Hettie Witter-Hume, Northern Member

Gordon Glaser, Southcentral Member

Thomas Wylie, Southeast Member

Stan Kaneshiro, Rural Member

Linda Gerber, Class 1 Member

Gary McGeorge, Seasonal Member

Team Alternates:

Tim Beck

Mary Caterinicichio

Gary Miller

Charles Alvarez

Mary Ann Chaney

George Cowl

APPENDIX A ALTERNATIVE WAGE SCHEDULES, FORTY-HOUR WORKWEEK SCHEDULE

A. The following shall be the wage schedule for those bargaining unit members subject to AS 23.40.200(a)(2) and (3) (Class Two and Three) occupying positions regularly assigned to a forty (40) hour workweek pursuant to a letter of agreement establishing such an alternative workweek as adjusted pursuant to Section 21.02.

Range							Longevity Increments			
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
5	838.50	861.50	875.50	910.50	938.50	963.50	991.00	1010.00	1051.50	1084.00
6	885.50	910.50	938.50	963.50	991.00	1010.00	1051.50	1084.00	1115.00	1160.00
7	938.50	963.50	991.00	1010.00	1051.50	1084.00	1115.00	1160.00	1188.00	1221.50
8	991.00	1010.00	1051.50	1084.00	1115.00	1160.00	1188.00	1221.50	1258.50	1297.50
9	1051.50	1084.00	1115.00	1160.00	1188.00	1221.50	1258.50	1297.50	1339.50	1381.50
10	1115.00	1160.00	1188.00	1221.50	1258.50	1297.50	1339.50	1381.50	1430.00	1478.00
11	1188.00	1221.50	1258.50	1297.50	1339.50	1381.50	1430.00	1479.00	1530.00	1585.50
12	1258.50	1297.50	1339.50	1381.50	1430.00	1478.00	1530.00	1585.50	1642.00	1704.50
13	1339.50	1381.50	1430.00	1478.00	1530.00	1585.50	1642.00	1704.50	1760.00	1824.50
14	1430.00	1478.00	1530.00	1585.50	1642.00	1704.50	1760.00	1824.50	1892.00	1960.00
15	1530.00	1585.50	1642.00	1704.50	1760.00	1824.50	1892.00	1960.00	2027.00	2097.00
16	1642.00	1704.50	1760.00	1824.50	1892.00	1960.00	2027.00	2097.00	2165.50	2247.00
17	1760.00	1824.50	1892.00	1960.00	2027.00	2097.00	2165.50	2247.00	2315.50	2402.50
18	1892.00	1960.00	2027.00	2097.00	2165.50	2247.00	2315.50	2402.50	2475.00	2566.50
19	2027.00	2097.00	2165.50	2247.00	2315.50	2402.50	2475.00	2566.50	2647.00	2743.00
20	2165.50	2247.00	2315.50	2402.50	2475.00	2566.50	2647.00	2743.00	2833.50	2938.00
21	2315.50	2402.50	2475.00	2566.50	2647.00	2743.00	2833.50	2938.00	3036.00	3149.50
22	2475.00	2566.50	2647.00	2743.00	2833.50	2938.00	3036.00	3149.50	3256.00	3366.50
23	2647.00	2743.00	2833.50	2938.00	3036.00	3149.50	3256.00	3366.50	3490.00	3621.50
24	2833.50	2938.00	3036.00	3149.50	3256.00	3366.50	3490.00	3621.50	3762.50	3894.50
25	3036.00	3149.50	3256.00	3366.50	3490.00	3621.50	3762.50	3894.50	4030.00	4172.00
26	3149.50	3256.00	3366.50	3490.00	3621.50	3762.50	3894.50	4030.00	4172.00	4320.00
27	3256.00	3366.50	3490.00	3621.50	3762.50	3894.50	4030.00	4172.00	4320.00	4478.50

Section 1 Forty Hour Workweek

B A. The following shall be the wage schedule for those bargaining unit members subject to AS 23.40.200(a)(1) (Class One) occupying positions regularly assigned to a forty (40) hour workweek pursuant to a letter of agreement Appendix G of this Agreement establishing such an alternative workweek as adjusted pursuant to Section Article 21.02.

Range							Longevity Increments			
	Step A	Step B	Step C	Step D	Step E	Step F	Step J	Step K	Step L	Step M
5	846.00	869.50	894.00	919.00	947.50	972.50	1,000.50	1,028.00	1,061.50	1,094.50
6	894.00	919.00	947.50	972.50	1,000.50	1,028.00	1,061.50	1,094.50	1,125.00	1,160.50
7	947.50	972.50	1,000.50	1,028.00	1,061.50	1,094.50	1,125.00	1,160.50	1,198.50	1,232.00
8	1,000.50	1,028.00	1,061.50	1,094.50	1,125.00	1,160.50	1,198.50	1,232.00	1,270.50	1,309.50
9	1,061.50	1,094.50	1,125.00	1,160.50	1,198.50	1,232.00	1,270.50	1,309.50	1,352.50	1,395.00
10	1,125.00	1,160.50	1,198.50	1,232.00	1,270.50	1,309.50	1,352.50	1,395.00	1,443.00	1,491.50
11	1,198.50	1,232.00	1,270.50	1,309.50	1,352.50	1,395.00	1,443.00	1,491.50	1,544.50	1,600.00
12	1,270.50	1,309.50	1,352.50	1,395.00	1,443.00	1,491.50	1,544.50	1,590.00	1,657.00	1,719.00
13	1,352.50	1,395.00	1,443.00	1,491.50	1,544.50	1,600.00	1,657.00	1,719.00	1,775.50	1,842.00
14	1,443.00	1,491.50	1,544.50	1,600.00	1,657.00	1,719.00	1,775.50	1,842.00	1,909.00	1,978.50
15	1,544.50	1,600.00	1,657.00	1,719.00	1,775.50	1,842.00	1,909.00	1,978.50	2,045.00	2,115.00
16	1,657.00	1,719.00	1,775.50	1,842.00	1,909.00	1,978.50	2,045.00	2,115.00	2,185.00	2,268.00
17	1,775.50	1,842.00	1,909.00	1,978.50	2,045.00	2,115.00	2,185.00	2,268.00	2,337.50	2,424.50
18	1,909.00	1,978.50	2,045.00	2,115.00	2,185.00	2,268.00	2,337.50	2,424.50	2,498.50	2,591.00
19	2,045.00	2,115.00	2,185.00	2,268.00	2,337.50	2,424.50	2,498.50	2,591.00	2,671.00	2,768.00
20	2,185.00	2,268.00	2,337.50	2,424.50	2,498.50	2,591.00	2,671.00	2,768.00	2,859.50	2,965.00
21	2,337.50	2,424.50	2,498.50	2,591.00	2,671.00	2,768.00	2,859.50	2,965.00	3,064.00	3,178.50
22	2,498.50	2,591.00	2,671.00	2,768.00	2,859.50	2,965.00	3,064.00	3,178.50	3,285.00	3,367.50

GGU – 2000-2003 – Red-line version

~~23~~	~~2,671.00~~	~~2,768.00~~	~~2,869.50~~	~~2,966.00~~	~~3,064.00~~	~~3,178.50~~	~~3,286.00~~	~~3,397.50~~	~~3,522.00~~	~~3,654.50~~
~~24~~	~~2,869.50~~	~~2,966.00~~	~~3,064.00~~	~~3,178.50~~	~~3,286.00~~	~~3,397.50~~	~~3,522.00~~	~~3,654.50~~	~~3,787.00~~	~~3,930.00~~
~~25~~	~~3,064.00~~	~~3,178.50~~	~~3,286.00~~	~~3,397.50~~	~~3,522.00~~	~~3,654.50~~	~~3,787.00~~	~~3,930.00~~	~~4,068.00~~	~~4,211.00~~
~~26~~	~~3,178.50~~	~~3,286.00~~	~~3,397.50~~	~~3,522.00~~	~~3,654.50~~	~~3,787.00~~	~~3,930.00~~	~~4,068.00~~	~~4,211.00~~	~~4,359.50~~
~~27~~	~~3,286.00~~	~~3,397.50~~	~~3,522.00~~	~~3,654.50~~	~~3,787.00~~	~~3,930.00~~	~~4,068.00~~	~~4,211.00~~	~~4,359.50~~	~~4,520.00~~

Range No.	Step	Step	Step	Step	Step	Step	Step	(Longevity Increments of Final Step)			
GY-1A	A	B	C	D	E	F	G	J	K	L	M
5	863.50	888.00	913.00	938.50	967.50	993.00	1,021.50	1,060.00	1,100.00	1,141.50	1,184.50
6	913.00	938.50	967.50	993.00	1,021.50	1,050.00	1,084.00	1,124.50	1,166.50	1,210.00	1,255.50
7	967.50	993.00	1,021.50	1,050.00	1,084.00	1,117.50	1,149.00	1,192.00	1,236.50	1,283.00	1,331.00
8	1,021.50	1,050.00	1,084.00	1,117.50	1,149.00	1,185.00	1,224.00	1,270.00	1,317.50	1,367.00	1,418.50
9	1,084.00	1,117.50	1,149.00	1,185.00	1,224.00	1,258.00	1,297.00	1,345.50	1,396.00	1,448.50	1,503.00
10	1,149.00	1,185.00	1,224.00	1,258.00	1,297.00	1,337.00	1,381.00	1,433.00	1,486.50	1,542.00	1,600.00
11	1,224.00	1,258.00	1,297.00	1,337.00	1,381.00	1,424.50	1,473.50	1,529.00	1,586.50	1,646.00	1,707.50
12	1,297.00	1,337.00	1,381.00	1,424.50	1,473.50	1,523.00	1,577.00	1,636.00	1,697.50	1,761.00	1,827.00
13	1,381.00	1,424.50	1,473.50	1,523.00	1,577.00	1,633.50	1,692.00	1,755.50	1,821.50	1,890.00	1,961.00
14	1,473.50	1,523.00	1,577.00	1,633.50	1,692.00	1,755.50	1,813.00	1,881.00	1,951.50	2,024.50	2,100.50
15	1,577.00	1,633.50	1,692.00	1,755.50	1,813.00	1,880.50	1,949.00	2,022.00	2,098.00	2,176.50	2,258.00
16	1,692.00	1,755.50	1,813.00	1,880.50	1,949.00	2,020.00	2,088.00	2,166.50	2,247.50	2,332.00	2,419.50
17	1,813.00	1,880.50	1,949.00	2,020.00	2,088.00	2,160.50	2,231.50	2,315.00	2,402.00	2,492.00	2,585.50
18	1,949.00	2,020.00	2,088.00	2,160.50	2,231.50	2,316.00	2,386.50	2,476.00	2,569.00	2,665.50	2,765.50
19	2,088.00	2,160.50	2,231.50	2,316.00	2,386.50	2,476.00	2,551.00	2,646.50	2,745.50	2,848.50	2,955.50
20	2,231.50	2,316.00	2,386.50	2,476.00	2,551.00	2,646.00	2,727.50	2,830.00	2,936.00	3,046.00	3,160.00
21	2,386.50	2,476.00	2,551.00	2,646.00	2,727.50	2,826.50	2,920.00	3,029.50	3,143.00	3,261.00	3,383.50
22	2,551.00	2,646.00	2,727.50	2,826.50	2,920.00	3,027.50	3,128.50	3,246.00	3,367.50	3,494.00	3,625.50
23	2,727.50	2,826.50	2,920.00	3,027.50	3,128.50	3,245.50	3,355.50	3,481.50	3,612.00	3,747.50	3,888.50
24	2,920.00	3,027.50	3,128.50	3,245.50	3,355.50	3,469.00	3,596.50	3,731.50	3,871.50	4,016.50	4,167.50
25	3,128.50	3,245.50	3,355.50	3,469.00	3,596.50	3,732.00	3,867.00	4,012.00	4,162.50	4,318.50	4,470.50
26	3,245.50	3,355.50	3,469.00	3,596.50	3,732.00	3,867.00	4,013.00	4,163.50	4,319.50	4,481.50	4,649.50
27	3,355.50	3,469.00	3,596.50	3,732.00	3,867.00	4,013.00	4,154.00	4,310.00	4,471.50	4,639.00	4,813.50

Section 2 Wage Adjustments

- A. Effective January 1, 2002, the wage schedule provided in this Appendix shall be increased by two percent (2%).
- B. Effective July 1, 2002, longevity increment step J of the schedule provided in this Appendix shall be increased by four tenths of one percent (.4%) and steps K, L and M shall be adjusted to provide an increment between longevity steps of three and three-quarters percent (3.75%). The increment between longevity steps of three and three-quarters percent (3.75%) shall be maintained for subsequent wage adjustments.
- C. Effective December 1, 2002, the wage schedules referenced above shall be increased by an additional three percent (3%).

Section 3 Longevity Increments

- G-A Employees shall continue to receive longevity increments (Steps J, K, L and M) in accordance with the criteria of AS 39.27.022. The increments shall be those set out in this Agreement.

an employee has reached their merit anniversary date means that the "duration" aspect of progressively more valuable service has been satisfied.

The second element of "service of a progressively greater value" is the effect of the employee's performance on the employing agency's goals and objectives. This requires gauging:

...how well an employee's efforts have furthered specific objectives of the Employer through meeting definite work goals.

The "achievement of expected results" approach was heavily emphasized by the arbitrator. Where management failed to evaluate work results and instead wrote an "Acceptable" evaluation which described only the employee's efforts or personal characteristics, the arbitrator found it improper not to grant a merit increase. In one such instance he stated:

This employee's performance evaluation is another example of management's failure to translate departmental objectives into specific work assignments. But the vaguely drafted performance evaluation should not inure to the detriment of the employee, especially when such a report would lead an employee to conclude that her performance was virtually flawless.

Employees must know what results are expected of them and be evaluated on their achievement of these results.

The third element of progressively more valuable service is the category of "job behaviors" as these relate to the employee's duties and responsibilities. "Job behaviors" may include such things as the employee's:

- safety record
- use of ~~sick~~ unscheduled leave
- thoroughness
- record of meeting deadlines
- punctuality
- prioritization of work
- speed
- public relationships
- acceptance of new assignments
- written communications
- efficiency
- etc.

The relevant job behaviors will differ from job to job. It is understood that a good safety record is more important for a Firefighter Guard than it is for an Accounting Technician. Similarly, effectiveness of written communications is a bona fide requirement for being a Grants Administrator, but is not required of a Mail Clerk Carrier. In this third aspect of progressively more valuable service the emphasis is again on the employee's performance. "Job **behavior**" describes what the employee did, not what they are capable of doing.

Perhaps as important as a description of the criteria to use when making decisions about merit increases is a look at some standards that **should not** be used as the basis for these determinations. Among the improper standards found were:

- lack of funds
- "outstanding" performance only
- "definitely superior to others"

- "performance far above the listed job characteristics"
- a quota of only one merit increase recommendation per supervisor per year
- ten percent of employees
- perfection
- salary range of employee ("there is no different standard set for an employee because they are at range 18")
- employee's status: probationary or permanent

In a couple of instances, the arbitrator overturned decisions to not award merit increases because the employees in question had previously received merit increases with identical or worse performance evaluations.

The standards to be used in awarding a merit increase are set, in part, by practice. If an employee with a bad attitude towards the job and a problem with punctuality is awarded a merit increase, then Management has set a standard for further merit increase awards to that individual. If we ask for improvement in these areas and the employee does not improve, then a merit increase may justifiably not be granted.

But not awarding a merit increase when significant improvements have been made is inconsistent, and borders on the arbitrary.

In general, the "box-score" on the evaluation took a backseat to the narrative. Attainment of a "Mid-Acceptable" or "Highly-Acceptable" overall rating did not necessarily assure an employee of receiving a merit increase. Instead, the arbiter examined the narrative in light of employment history and job classification to determine whether the employee's service was of a "progressively greater value to the State." Twenty-one of twenty-nine "Mid-Acceptable" evaluations submitted were found to have correctly recommended "continued employment." One of the nine "High-Acceptable" evaluations justifiably did not recommend a merit increase. But neither of the two employees with "Low-Acceptable" evaluations were awarded merit increases. In one of these cases, interpersonal relationships were completely unsatisfactory; in the other case, eleven of the employee's eighteen (18) sick leave days occurred before or after their scheduled day off.

Disciplinary action during the rating period was a factor in eight of the cases presented. The discipline ranged from verbal and written reprimands for tardiness to a three-day suspension for damaging a State vehicle while operating it. In all eight cases, the arbitrator upheld the State's determinations that merit increases had not been earned. He stated:

Denial of a merit increase. . . should not be viewed as punishment. Merit increases are not used to punish recalcitrant workers but rather to reward workers who obtain an "Acceptable" performance evaluation and provide the Employer with service of progressively greater value.

In short, our current performance evaluation system, as expressed in the "Rater's Guide to Performance Evaluation, " is appropriate. It is entirely permissible to continue our present practices of noting sick leave hours used on the performance evaluation form, and of having the appropriate Division Director review the draft report prior to the rater discussing it with the employee. We are not required to automatically award merit increases to employees whose performance is simply "Acceptable." The arbitrator determined that, "a merit increase is not a right nor compensation automatically conferred on an employee. Its purpose is to reward an employee. . ."

It is hoped that the foregoing will assist you in administering the performance evaluation system in your Department. Please feel free to call on the Labor Relations staff if you have specific concerns which have not been addressed.

APPENDIX C

Personnel Memorandum ~~84-4~~ 00-2
Leave Administration

To: All Human Resources Managers Date: ~~October 26, 1994~~
March 2, 2000

Phone: 465-4429

From: ~~Michael P. McMullen~~
Sharon Barton
Acting Director
Division of Personnel/OEEQ
Department of Administration

Re: Personnel Memorandum ~~84-4~~ 00-2
Administration of Leave
(Supersedes Personnel
Memorandum ~~83-2~~ 94-1)

This memorandum is being issued to include changes to policies and regulations pertaining to leave usage and accrual brought about by the Alaska Family Leave Act, the federal Family and Medical Leave Act and to otherwise update. This memo is intended as a general guide for the administration of leave; ~~collective bargaining agreements should be reviewed for specific provisions. These provisions are subject to individual collective bargaining agreements and the complaint/grievance procedures therein. Changes have been made to most sections.~~

For purposes of this memo, the term "employee" shall refer to all bargaining unit members who accrue leave.

AS 39.20.330 prescribes that the Department of Administration will provide forms for maintenance of leave records by departments and agencies and that those records are subject to annual audit and approval by the director of personnel. The monthly and year-end printouts generated by the payroll system meet the intent and purpose of this requirement.

1. Application for Leave of Absence

Applications for leave will be made on Leave Request/Report forms (02-035). These forms should be retained for reference and audit purposes for a period of at least three years.

2. Accumulation and Use of Personal or Annual Leave

Refer to individual collective bargaining agreements for minimum use and maximum accruals. When an employee moves to a new collective bargaining unit, the provisions of the new agreement cover that employee. Therefore, an employee who has been employed from December 16 of one year to December 15 of the next year will be covered by the provisions of the current agreement or, in the case of an employee moving into a position not covered by a collective bargaining agreement, the provisions of the Leave Rules - unless the agreement under which the employee had been covered provides otherwise.

3. Accumulation and Use of Sick Leave

Refer to individual collective bargaining agreements.

4. Annual Leave Conversion to Sick Leave

When the appointing authority is satisfied that an absence was for medical reasons, annual leave can be converted to sick leave only when an employee becomes so sick or injured while on annual leave that hospitalization occurs or the services of a physician are required. The appointing authority may require that the request for conversion to sick leave be supported by a written statement from the attending physician that the employee would have been unable to perform the employee's duties had the employee not been on annual leave

5. Sick/Medical Leave Payment

An employee on approved sick/medical leave shall receive payment at the employee's regular rate of pay to the extent the employee has accrued leave .

Employees with personal leave may have access to banked medical leave under the provisions of their collective bargaining agreement.

If wage continuation payments are made to the employee under the Alaska Workers' Compensation Act or under the maintenance and cure provisions applicable while an employee is "in service to the vessel," the amount of such payments shall be deducted from payments for sick/medical leave. In such cases, accrued leave shall be charged only in the amount that payment is made for sick/medical leave.

Maintenance and Cure

In addition to the maintenance payments for injuries, an eligible employee may utilize sick/medical leave in an amount equal to the employee's daily rate of pay reduced by the monetary amount of maintenance payments.

Workers' Compensation

Workers' Compensation will be handled in conjunction with leave in the following manner:

- a. First, accrued sick/personal leave will be used to the extent that these payments, when added to Workers' Compensation payments, equal regular pay. Sick/personal leave is prorated in charging against the employee's accrued sick/personal leave.
- b. Second, accrued annual leave will be used to the extent that these payments, when added to Workers' Compensation payments, equal regular pay. Annual leave is prorated in charging against the employee's accrued annual leave.
- c. Third, leave without pay is granted to an employee who has exhausted all available leave.
- d. Annual/personal and sick leave, when used in conjunction with Workers' Compensation payments, will be charged on a prorated basis. Leave without pay is recorded for the portion of time covered by the Workers' Compensation payment. For example:

Wage per week is \$400.00:

Workers' Compensation pay is \$200.00.

Leave will be charged on a 50 percent basis, or 2.5 days for each five days of absence.

Wage per week is \$490.00:

Workers' Compensation pay is 65 percent or \$318.50.

Leave will be charged on a 35 percent basis, or 13.13 hours leave for five days absence.

- e. An employee receiving Workers' Compensation payments must be instructed to retain the payment. The State's insurance carrier will notify the Division of Finance of the amount and duration of Workers' Compensation payments so the adjustments in d. above can be made.
- f. NOTE: The public safety bargaining unit agreement contains separate and unique provisions.

6. Accrual of Leave While on Paid Leave

An employee shall accrue sick and annual leave or personal leave while on paid, approved leave; however, it cannot be used before it has been earned and posted on the employee's leave record.

7. Family Leave

Refer to AS 39.20.305, individual collective bargaining agreements, and the numbered Personnel Memorandum.

8. Termination While on Leave

If an employee resigns while on annual/personal leave (for non-medical reasons), or resigns without at least 14 calendar days notice upon return from such leave no leave accrual shall be credited for the period of leave. If an employee resigns while on leave, the termination date becomes the last day worked. When either conditions exists, the remarks on the Personnel Action shall be "Resigned while on leave, no accrual due."

If the appointing authority approves a leave of absence for an employee after receiving a letter of resignation, leave accrual is credited, however, the employee must be in work status, not on leave, on the last day of employment. Any sick leave taken after a letter of resignation has been accepted should be supported by a physician's statement, unless the appointing authority is satisfied that the absence is for bona fide sick/medical leave.

If an employee is on paid leave, due to illness or injury, and is ultimately unable to return to work (must separate from state service), the period of leave is not considered terminal leave. Regardless of the source of paid leave used in conjunction with the absence, the entire period of paid leave is treated as "sick/medical " leave for purposes of leave accrual.

9. Legal Holidays During Periods of Paid Leave

When an employee is in pay status, including approved paid leave, immediately preceding and following a legal holiday the day shall be recognized as a paid holiday and shall not be charged to leave.

10. Court Leave

Refer to AS 39.20.270 and individual collective bargaining agreements. Compensation for services received from the court must be returned to the departmental fiscal office in order for the employee to receive full pay for the period of court leave. An employee may keep the

compensation from the court if on approved annual/personal leave, if serving on a regular day off, or if serving during unscheduled hours.

11. Leave Anniversary Date

An employee's leave anniversary date shall be the beginning of the pay period immediately following the pay period in which the employee completes the prescribed period of full-time service or the 16th of the month immediately following the date upon which the employee was appointed, dependent upon the provisions of the appropriate collective bargaining agreement. The leave anniversary date of an employee shall be set forward one month for any leave without pay totaling 23 working days in any leave year.

Leave without pay in conjunction with military service under AS 26.10.060 shall not affect the employee's leave anniversary date, unless otherwise provided for in statutes or regulations.

12. Legal Holidays and Leave

- a. If an employee is in full leave without pay on the last work day before or the first work day following a holiday, the employee is considered to be on leave without pay for the holiday.
- b. When an employee is in pay status for any portion of the last work day immediately preceding the holiday and the first work day immediately following the holiday, the holiday shall be credited for pay purposes.
- c. An employee may not be paid for a holiday which falls before the effective day of appointment, return from seasonal leave without pay, or return from layoff. However, if the holiday is the first day counted as a work day in the pay period, and the employee is not on leave without pay for the next entire work day, the employee is paid for the holiday.
- d. An employee may not be paid for a holiday which falls after the effective date of separation, ~~unless the holiday falls within the terminal leave provision.~~ However, if the separation is effective on a holiday because: (a) the employee worked on the holiday, (b) the employee is being appointed to another position or retired on the next work day, or (c) the holiday is the last day counted as a work day in the pay period and the employee was paid for any part of the preceding work day, the employee will be paid for the holiday.
- e. Temporary or nonpermanent employees do not receive holiday pay except as it may have been negotiated into a collective bargaining agreement.

13. Leave Accrual for Periods of Unauthorized Leave

There shall be no accrual of personal, annual or sick leave during a pay period in which the employee is absent without approved leave (unauthorized LWOP). Implementation of unauthorized LWOP will be subject to the complaint/grievance procedures established in the collective bargaining agreement.

14. Leave Accrual for Partial Pay Periods

Personal, annual and sick leave accrual for eligible employees working less than a full pay period (except as provided in 13 above) is prorated and computed automatically by the AKPAY system.

15. Leave Accrual and Deductions

Personal, annual and sick leave will be recorded on an hours basis. The minimum charge for leave taken will be one-quarter hour. Leave in excess of one-quarter hour will be reported in one-quarter hour increments.

When the leave balance is insufficient to cover the amount of leave taken, leave taken will first be applied to reduce the accrued leave to "zero." The residue will then be reported as LWOP.

LWOP time will be reported in hours of absence within a pay period, reporting to the nearest two decimal places. If an employee is on LWOP the entire pay period, report the number of hours in the pay period as LWOP (e.g. 7.5 times the number of working days, including holidays, in the pay period).

16. Leave Without Pay

Normally, employees shall not be permitted to take leave without pay when personal, annual or sick leave (as appropriate to the circumstances) is accrued to their account. Nor shall employees take leave without pay after exhausting their sick leave when annual leave remains in their account. The possible exceptions are:

- a. As provided for in the family leave acts.
- b. Authorized LWOP: Charged without regard to accrued leave or when approved leave is exhausted and defaults to LWOP.
- c. Disciplinary LWOP: Leave without pay for disciplinary purposes is charged without regard to accrued leave on record. Disciplinary leave without pay for employees who are not FLSA exempt may be as short as one-quarter hour administered for lateness or may reflect a period of suspension or similar causes. For employees who are FLSA exempt, leave without pay for disciplinary purposes may not be in increments of less than one work week block of time except for instances of major safety violations. For this type of leave the leave request/report form should reflect "Disc LWOP" for disciplinary actions.
- d. Unauthorized LWOP: Leave without pay for periods of absence without approved leave is charged without regard to accrued leave on record. The leave request/report form should reflect "Unauthorized LWOP" for unapproved leave.
- e. As specifically provided in collective bargaining agreements.
- f. As provided in 2 AAC 08.095(d).
- g. Workers' Compensation.

Should an employee's approved leave default to leave without pay by the end of a pay period, and should this absence extend into the new pay period, the employee will be permitted to draw upon the newly-accrued annual, sick, or personal leave (as is appropriate) once this new accrual has been posted to the employee's account. (For this purpose, this new leave will be considered to have been posted to the employee's account before business begins on the 1st and the 16th of the month.)

Agencies (and employees) should be aware that this new accrual will be somewhat less than the employee's normal accrual because of LWOP in the pay period in which it was earned. (See Section 14 above.)

In no event will the employee be allowed to use the newly-accrued leave to erase or decrease LWOP incurred in a previous pay period.

Should a termination while on leave situation be created (see Section 8 above), it will be the responsibility of the employing agency to correct the employee's time and attendance record so that no leave accrues to the employee's account for the period of leave. This may involve recovering all or part of the unearned leave accrual and charging the absence instead to LWOP.

17. Mandatory Leave Usage/Excess Leave - Notice to Employees

Departments shall advise employees of the number of remaining hours of mandatory annual or personal leave that must be taken prior to December 15. See collective bargaining agreements and 2 AAC 08.060. Annual/Personal leave may be scheduled by the employer to offset liability of excess annual/personal leave payoff.

18. Effects of Leave Without Pay

Throughout the preceding sections, employee and department options concerning the placement of an employee on LWOP while the employee still has leave in the employee's account are discussed. Before such action is taken, the following consequences should be considered:

- a. Group health and life insurance coverage will cease at the end of the month in which LWOP commences unless prior arrangements are made with the employee's Human Resources Manager for the employee to pay the premiums or unless the federal Family and Medical Leave 12 week entitlement is engaged.
- b. The employee will not receive retirement service credit in the Public Employees' Retirement System for the duration of LWOP if the period(s) of LWOP exceed ten days in a calendar year.
- c. The employee will not accrue any personal, sick or annual leave while on LWOP. In addition, the employee will not accrue any leave during a pay period in which unauthorized LWOP occurs. (See 13 and 14.)
- d. The employee's leave anniversary date, longevity date and merit anniversary date are advanced one month for each accumulation of 23 days of LWOP in the leave year (from December 16 to the following December 15) unless otherwise provided for in statutes, regulations or contracts. The employee's probationary period will be extended one month for each accumulation of 23 days of LWOP in the leave year unless otherwise provided for in contract.
- e. In addition to not receiving regular compensation, the employee would not receive holiday pay while on full LWOP either the last work day before or the first work day following a holiday.
- f. Any of the above listed items may be altered by collective bargaining agreements.

19. Seasonal Leave Without Pay

If available annual or personal leave is not used prior to the effective date of seasonal leave without pay, leave will be paid in a lump sum payment. Some collective bargaining agreements provide for an option of carrying some annual/personal leave over an "off" season. The collective bargaining agreements should be consulted.

20. Other

Please refer to memoranda issued periodically to cover specific applications of provisions of the various collective bargaining agreements.

APPENDIX D

Personnel Memorandum ~~86-14 00-3~~

To: All Personnel Officers
Human Resource Managers

Date: ~~April 15, 1986~~
March 2, 2000

Phone: ~~465-4430~~
465-4429

From: ~~Frank Raye~~, Director
Sharon Barton
Division of Personnel
Department of Administration

Re: Personnel Memorandum ~~86-14 00-3~~
Affirmative Action Appointments
When Underutilization Exists
(Supersedes Personnel
Memorandum ~~84-2 90-2~~)

This memorandum establishes procedures which give consideration to affirmative action goals under 2 AAC 07.175(b).

Affirmative action necessitates every reasonable effort to employ in State government qualified persons of each race and sex at least in proportion to their availability in the relevant job markets. To the extent that we fail to meet that goal, underutilization of persons by race or sex may exist. ~~2 AAC 07.175 permits hiring below the fifth rank to meet affirmative action goals when a race/ethnic or sex group is underutilized.~~

To determine whether underutilization exists, refer to the department's "Expanded ~~Certification Assessment Workforce Underrepresentation~~ Underutilization Report" issued quarterly by the Office of Equal Employment Opportunity and the "Expanded ~~Certification Assessment~~ Underutilization Report for Women" also issued by the Office of Equal Employment Opportunity. (Questions on how to use these reports should be directed to the Manager, Affirmative Action Program, Office of Equal Employment Opportunity.)

Where there is no documented underutilization, use of expanded ~~certification assessment~~ procedures is **not** possible. Selection of a candidate must be in accordance with 2 AAC 07.170 and applicable ~~union contracts~~ collective bargaining agreements.

Where documented underutilization **does** exist, the procedures are as follows:

1. Determine the targeted group(s) for the vacant position by referring to the department's "Expanded ~~Certification Assessment Workforce Underrepresentation~~ Underutilization Report" and "Expanded ~~Certification Assessment~~ Underutilization Report for Women."
2. **Equally CONSIDER** for appointment:
 - a. A **minimum** of one member of each targeted underutilized group, if available ~~on the certification in the applicant pool~~. More than the minimum number of candidates in each group may be considered.
 - b. A **minimum** of one candidate ~~from the top five ranks~~ who is **not** a member of an underutilized group, if available ~~on the certification in the applicant pool~~. More than the minimum number of candidates ~~in the top five ranks~~ may be considered.

In addition to expanded certification assessment requirements, ~~please remember that permanent bargaining unit members within the top five ranks under some collective bargaining agreements must be offered an opportunity to interview where union contract requires under some collective bargaining agreements.~~ NOTE: An individual candidate may actually satisfy more than one requirement, e.g., a bargaining unit member who is also a member of an underutilized group.

3. **SELECTION** may be made of any candidate considered in #2 above ~~or a transfer or rehire candidate. Selection may be made from among the top five ranks, a member of an underutilized group (regardless of rank), a transfer or rehire candidate, or a departmental or interdepartmental promotional candidate within the respective top five ranks of these candidates. We suggest that all candidates of equal or higher score than the candidate selected be considered, if appointment is made from within the top five ranks. We suggest that members of underutilized groups be considered in the same manner.~~

An agency is not required to appoint a candidate from an underutilized racial or sexual group. The appointing authority, on the basis of all relevant factors, which may include the need for the State government's workforce to be composed of qualified persons of each race and sex in proportion to their number in the relevant job markets, is expected to hire on the basis of ability.

Under these procedures, no applicant is to be denied employment solely on the basis of race or sex, and none is to be hired solely on that basis. Rather, these procedures are designed to correct, so long as it may exist, any underutilization of racial or sexual groups which may have resulted from preexisting selection procedures ~~or from the misapplication of these preexisting selection procedures.~~ These procedures may be utilized only where underutilization is documented and not otherwise. ~~When documented underutilization of a class has been corrected, these procedures no longer apply.~~

Ultimately, affirmative action and the merit system are two sides of the same coin. Both demand that employment and promotion decisions be made on the basis of ability. Where recruiting, selection, and promotion practices result in underutilization of racial or sexual groups in comparison to the number of qualified persons of each race or sex in the relevant labor market, those practices must be corrected. These procedures will help but they are not a solution to the overall problem. ~~That solution will take more time. While we work on that solution, we will use these procedures.~~

These expanded certification assessment procedures apply to ~~every certification issued by the Division of Personnel or the operating departments every vacancy of a permanent position in the classified service filled through Workplace Alaska.~~ These include: ~~open competitive lists, promotional lists, local preference lists (p~~ Please remember that although expanded certification assessment procedures apply to local preference lists, a job service referral may be obtained if, after using the expanded certification assessment procedures, there are no local candidates), ~~and unranked lists (except there are is no "top five ranks" applicant pool for these lists.~~

For ease in reference, the definition of "consideration" is reproduced below:

Consideration of an Individual occurs when the hiring supervisor has obtained enough knowledge of the candidate's background in relationship to the job to determine whether or not the candidate should be selected, rejected or given further consideration. Methods of consideration can range from a review of the candidate's work history, or application, to a telephone or in-person interview. These are examples of how knowledge of a candidate's background and suitability may be gained. They are not all-inclusive. However, the appointing authority must be prepared to provide the applicant with the **job-related** reason(s) for which ~~they were~~ he or she was not selected. When using expanded

~~certification assessment~~, candidates must be treated the same way as in the usual selection ~~from among the top five available and interested process~~.

~~Failure of an individual to respond to an availability inquiry does not constitute consideration. The same is true for candidates who respond that they are not available or are not interested. Appropriate coding on the returned certification should be "FR" (failed to respond), or "NI" (not interested), not "NC" (not considered) or "NS" (not selected). Dispositions of "withdrew interest", "incomplete application", "disqualified" and "did not meet minimum qualifications" are representative of applicants not eligible for consideration. The consideration given to a member of an underutilized group should be documented in the "dispo comment" field of Workplace Alaska.~~

FR/ni

2/4K2/0703-85/25

APPENDIX E

**Letter of Agreement
between the
State of Alaska
and the
Alaska State Employees Association, AFSCME Local 52**

LOA: 97-GG-023
Re: Overtime Pay
Nurses I, II, III
Nurse II (Psychiatric)
Nurse III (Psychiatric)

The parties mutually agree that employees in the job classifications listed above will be eligible for overtime as though they were eligible for overtime under the provisions of Article 22. The parties understand the entitlement to overtime pay stems solely from the collective bargaining agreement, not the Fair Labor Standards Act.

This Letter of Agreement shall be effective July 1, 1996, and shall remain in effect for the life of the ~~1996-1999~~ 2000 - 2003 ~~Collective Bargaining Agreement~~ unless modified or canceled by mutual agreement of the parties.

APPENDIX F

**Letter of Agreement
between the
State of Alaska
and the
Alaska State Employees Association, AFSCME Local 52**

LOA: 97-GG-024

Re: Overtime Pay for Hatchery Technicians

The parties mutually agree that Fish and Wildlife Technicians I, II and III employed by the Department of Fish and Game at hatcheries will be eligible for overtime as though they were eligible for overtime under the provisions of Article 22. The parties understand the entitlement to overtime pay stems solely from the collective bargaining agreement, not the Fair Labor Standards Act.

This Letter of Agreement shall be effective July 1, 1996, and shall remain in effect for the life of the ~~1996-1999~~ 2000 - 2003 ~~Collective~~ Bargaining ~~Agreement~~ unless modified or canceled by mutual agreement of the parties.

APPENDIX G

**Letter Of Agreement
between the
State Of Alaska
and the
Alaska State Employees Association, AFSCME Local 52**

LOA 97-GG-025

RE: Alternate Workweek for Youth Counselors

It is mutually agreed between the parties that the following terms and conditions of employment shall apply to certain twenty-four (24) hour institutional employees of the Department of Health and Social Services, Division of ~~Family and Youth Services~~ Juvenile Justice, in the implementation of an alternate workweek.

All provisions of the ~~1996 – 1999~~ 2000 - 2003 ~~e~~Collective ~~b~~Bargaining ~~a~~Agreement not in conflict with or specifically modified by this Letter of Agreement shall remain in full force and effect.

This agreement covers the following job classes: Youth Counselors I, II and III.

1. The normal workweek shall consist of forty (40) hours in pay status from Sunday midnight to Sunday midnight within a maximum of five (5) consecutive days. Employees will be compensated at the rates established in Appendix A, subject to Article 40. All full-time permanent or probationary Youth Counselors shall be guaranteed a full workweek.
2. Meal breaks shall not normally be scheduled or taken. Relief breaks will be managed in accord with past practice. The Employer shall provide resident meals without cost to all Youth Counselors required to supervise residents or living units during resident meal periods.
3. Hours worked on a holiday shall be paid in accordance with Section 22.06 (Holiday Pay) based on an eight (8) hour day. When a holiday falls on an employee's day off, the employee shall receive payment for the holiday for eight (8) hours at the straight-time rate provided the employee was in pay status for a portion of the last regularly scheduled workday prior to the holiday and in pay status for a portion of the next regularly scheduled workday after the holiday.
4. Each bargaining unit member who is scheduled to work more than eight (8) hours shall be paid a differential in accordance with Section 21.04 for the first eight (8) hours scheduled and again beginning with the ninth (9th) scheduled hour.
5. This agreement shall become effective July 1, 1996, and shall remain in effect for the life of the ~~1996 – 1999~~ 2000 - 2003 ~~e~~Collective ~~b~~Bargaining ~~a~~Agreement and may be amended or canceled only by mutual agreement of the parties.

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and
ASEA/AFSCME LOCAL 52
representing the
GENERAL GOVERNMENT UNIT

Upon execution by the parties, this Letter of Agreement is intended to become effective immediately. It will be the process by which appeals from medical claim disputes are resolved under the terms of the 1996–1999 collective bargaining agreement. It is further agreed that this procedure shall carry over and become a tentative agreement in the successor to the 1996-1999 State of Alaska – ASEA/AFSCME Local 52 Collective Bargaining Agreement.

APPENDIX H

Appeals of medical claims under the medical coverage provided to GGU Employees.

Section 1. APPLICABILITY.

The provisions of this agreement apply only so long as the Commissioner of Administration determines that a self-insured program of medical coverage will be provided to enrollees. If a self-insured program ceases to exist, this agreement becomes null and void.

Section 2. EXHAUSTION OF REMEDIES PROVIDED BY CLAIMS PAYER REQUIRED

Before appealing to the plan administrator under this article, an enrollee must fully utilize any appeal procedures provided by a claims payer under a contract entered into under AS 39.30.095(c)(2).

Section 3. APPEAL TO PLAN ADMINISTRATOR

(a) An enrollee may appeal to the plan administrator from a final decision by the claims payer denying the enrollee's claim in whole or in part. A "final decision by the claims payer" is a decision that is not subject to any further review by the claims payer.

(b) The enrollee's appeal must be in writing, must explain the grounds for the appeal, and must be postmarked or received by the plan administrator within forty five (45) days of the date that the enrollee received written notice of the final decision by the claims payer. The enrollee may submit documentation in support of the appeal. The plan administrator may waive the filing requirement of this subsection if there are extraordinary medical circumstances resulting in the enrollee's inability to meet the filing requirement. In addition, an appeal submitted within ninety (90) days of the signing of this agreement, regardless of the date an enrollee received notice of the final decision from the claims payer, shall be reviewed by the plan administrator.

(c) The plan administrator shall send a final written decision on the appeal within 30 days of the date that the appeal is received, unless the administrator determines that additional information is necessary for resolution of the appeal. If the administrator determines that additional information is necessary, the administrator shall allow the enrollee an additional thirty (30) days to submit the additional information. If the additional information is not furnished within thirty (30) days, the administrator may deny the appeal. If the additional information is furnished in a timely manner, the administrator shall send a final written decision on the appeal within thirty (30) days of the date that the additional information is received.

(d) Failure by the plan administrator to issue a written decision within the time frames established in this section result in the appeal proceeding to the next level of review as described in Section 4 below.

Section 4. EXTERNAL REVIEWS

(a) Any enrollee who has exhausted the internal appeals mechanisms provided by a claims payer and the plan administrator under Sections 2 and 3, may appeal to the plan administrator for external review.

(b) To appeal a decision, an enrollee shall, within thirty (3) days from receiving a final written determination from plan administrator, file a written request for an external review with the plan administrator. The request shall be on a form prescribed by the plan administrator and shall include an executed release form, evidence of coverage, and evidence that all internal appeals have been exhausted.

(c) The plan administrator will, within fifteen (15) days of receiving an appeal, forward the appeal to an appropriate external review organization, based on the nature of the appeal, as follows: (1) any appeal of a determination not to certify (or not to pay a claim for) an admission, service, procedure or extension of stay shall be referred to an independent review organization; and (2) any other appeal, including those relating to coordination of benefits, and

calculation of usual, customary and reasonable charges, shall be referred to the Health Plan Review Group.

Section 5. INDEPENDENT REVIEW ORGANIZATION

(a) When an appeal is referred to an independent review organization, within ten (10) days of receipt of the request for appeal from the plan administrator, the independent review organization shall conduct a preliminary review of the appeal and accept it for full review if it determines that:

- (1) the individual was or is an enrollee in the plan;
- (2) the benefit or service that is the subject of the complaint or appeal reasonably appears to be a covered service or benefit under the agreement provided by contract to the enrollee and any benefit limitations have not been exhausted;
- (3) the enrollee has exhausted all internal appeals mechanisms; and
- (4) the enrollee has provided all information required by the plan administrator to make a preliminary determination including the appeal form, a copy of the final decision of denial and a fully-executed release to obtain any necessary medical records from the claims payer and any other relevant provider.

(b) Upon completion of the preliminary review, the independent review organization shall notify the plan administrator, and the enrollee or provider, in writing as to whether the appeal has been accepted for full review and, if not so accepted, the reasons therefore. If the appeal is accepted for full review, the organization shall immediately notify the enrollee and the claims payer of their opportunity to submit the information specified in subsection (c) of this section within ten (10) days from the date of such notice for consideration during its review.

(c) Upon acceptance of the appeal for review, the independent review organization shall conduct a full review to determine whether the adverse determination should be reversed or sustained. Such review shall be performed by a provider who is a specialist in the field related to the condition that is the subject of the appeal. The reviewing provider may take into consideration:

- (1) pertinent medical records,
- (2) consulting physician reports,
- (3) practice guidelines developed by the Federal government, national, state or local medical societies, boards or associations, and
- (4) The independent review organization shall complete its review and forward its decision to affirm or reverse the adverse determination to the plan administrator within thirty (30) days of completion of the preliminary review together with a report of its review. The independent review organization may request an extension of time from the plan administrator within which to complete its review as may be necessary due to circumstances beyond its control. If an extension is granted, the independent review organization shall provide written notice to the enrollee or provider, setting for the status of its review, the specific reasons for the delay and the anticipated date of completion of the review.

(e) The plan administrator may reassign an appeal to another independent review organization if he determines (1) that a conflict of interest exists which may negatively affect the objectivity of the organization to which the appeal was initially assigned, or (2) that the organization to which an appeal was assigned is unable to complete its review within a reasonable time.

(f) To the extent allowed by law, the plan administrator shall accept the decision of the independent review organization, and notify the enrollee or provider and the claims payer of the final decision, which shall be binding. The report of the independent review organization's review shall be made available to the enrollee and the claims payer. The decision of the independent review organization shall not be construed as authorizing services in excess of those provided for in the enrollee's benefits plan.

Section 6. INDEPENDENT REVIEW ORGANIZATION QUALIFICATION

The plan administrator shall enter into agreements for external appeals services with as many independent review organizations as deemed necessary after consultation with affected health benefit plan groups. The agreements shall set forth all terms which the plan administrator deems necessary to assure a full and fair review of appeals, and shall comply with AS 36.30 (the state procurement code).

Section 7. HEALTH PLAN REVIEW GROUP

- (a) The Health Plan Review Group shall be composed of two General Government members, one Supervisory Unit member, and three appointees of the Commissioner of Administration. Time spent by the Health Plan Review Group on health appeals or group related business is considered administrative time. Expenses associated with the Health Plan Review Group, including travel and per diem, will be paid by the affected health plan.
- (b) When an appeal is referred to the Health Plan Review Group, the Group shall immediately notify the enrollee and the claims payer of their opportunity to submit the information specified in subsection (c) of this section within fourteen (14) days from the date of such notice for consideration during its review.
- (c) Upon receipt of the appeal for review, the Group shall, within forty five (45) days, conduct a full review to determine whether the adverse determination should be reversed or sustained. The Group may take into consideration:
 - (1) pertinent medical records,
 - (2) consulting physician reports,
 - (3) provisions of the health plan; and
 - (4) oral testimony from the enrollee, or the enrollee's representative, and from the plan administrator, or the plan administrator's representative.
- (d) To the extent allowed by law, the plan administrator shall accept the decision of the Health Plan Review Group, and notify the enrollee and the claims payer of the decision, which shall be binding. The report of the Health Plan Review Group shall be made available to the enrollee and the claims payer.
- (e) The Health Plan Review Group must, under all circumstances, remain constant to the provisions of the plan. If the Commissioner finds that a decision of the Health Plan Review Group is not consistent with the provisions of the plan, he may resubmit the decision to the Health Plan Review Group for further review.

Section 8. EMERGENCIES

- (a) The plan administrator may review claims of an emergency nature on an expedited basis, including use of shortened schedules, telephonic proceedings, and other procedures necessary to facilitate prompt determinations. "Emergency" as used in this section shall be limited to determinations where a patient's life or health would be threatened by delay. In making determinations of emergency, deference will be given to certification of such by a claimant's treating physician.
- (b) Appeals granted under emergency procedures do not have any precedential value in future appeals due to the abbreviated nature of emergency procedures, and any medical treatment approved in an emergency procedure is not thereby approved for any claimant not specifically a party to the emergency procedure.

Section 9. DEFINITIONS

- (a) "Adverse determination" means a determination by the claims payer not to (1) approve an admission, service, procedure or extension of stay, or (2) pay a claim.
- (b) "Claim" means a claim for benefits under the insurance coverage provided pursuant to AS 39.30.090 or AS 39.30.150;
- (c) "Claims payer" means the third-party administrator of benefit claims and payments under a contract entered into by the plan administrator under AS 39.30.095(c)(2);
- (d) "Day" means a calendar day;

(e) "Plan administrator" means the administrator appointed by the Commissioner of Administration under AS 39.30.095(c);

(f) "Enrollee" means a person covered under any provision of AS 39.30.090 or 39.30.150 or the person's eligible dependents.

(g) "Independent review organization" means an impartial health organization selected by the plan administrator, after consulting parties to this agreement, to provide a binding decision in certain cases where all internal appeals with the state's claims payer and plan administrator have been exhausted.

(h) "Provider" means a person licensed to provide health care services.

Section 10. SEVERABILITY

If any provision of this agreement, inclusive, or the application thereof to any person or circumstance is for any reason held to be invalid, the remainder of this agreement, and the application of such provision to other persons or circumstances, shall not be affected thereby.

Section 11. EXCLUSIVE REMEDY

This agreement represents the exclusive administrative remedy for health claim disputes; such disputes are not subject to the grievance or complaint provisions of the contract between the GGU and the State.

Section 12. AMENDMENTS

This appeal procedure may be amended by mutual agreement of the parties.

APPENDIX I

LETTER OF UNDERSTANDING

Between the
STATE OF ALASKA

And the
ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52
Representing the
General Government Bargaining Unit
Re: Article 19.03

It is understood and agreed between the parties that the following terms constitute full and final resolution of Class Action Grievance A98-G-0034 (Union)/#98-G-341 (State), and all related disputes regarding the payment of General Government Unit (GGU) health insurance contributions/premiums from State-owned insurance reserves:

1. It is agreed between the parties that GGU specific health insurance reserves which have or may accrue on or after the date of this agreement shall be utilized only for the purposes of payment of GGU health insurance claims and related costs of health insurance plan administration, unless otherwise agreed between the parties.
2. From and after the date of signing, the State shall provide to the Union in a timely manner copies of all reports which reflect any interest accrued on GGU specific health insurance reserves.
3. The State shall provide to the Union copies of all written directions which have and will be issued to NYLCare (or other third party plan administrators) regarding the administration of the health insurance plan for GGU employees, with the exception of written instructions regarding the claims of individual employees. In no case shall the State be required to provide confidential medical information on employees to the Union.
4. The State shall provide the Union with a copy of the State of Alaska health insurance plan document applicable to GGU employees, and a copy of the health insurance plan administration contract with NYLCare (including any amendments thereto).
5. The State shall provide to the Union the information described below, either in a spread sheet format or through production of source documents containing the information –
 - ♦ Copies of reports from NYLCare on GGU specific medical claims expenditures and administrative costs, including related correspondence; such information is to be provided monthly or in such frequency as is made available from NYLCare.
 - ♦ Monthly reports showing the number of health insurance eligible GGU employees reported to NYLCare, and the amount of health insurance contributions/premiums made by the State and employees (if applicable)
 - ♦ All information which the State receives regarding the status or adjustment of "incurred but not reported" and "extended liability" reserves which have been or may be established for GGU specific reserves, including correspondence with and any recommendations made by the State-employed consultant(s) or claims administrators.

6. The State agrees that the Union has the right to inspect and make reasonable copies of GGU-related health insurance documents during normal business hours at the office where such records are maintained.

7. In addition, the State agrees that not later than April 22, 1999, the State shall provide a historical reconstruction of the GGU health insurance plan experience from February 1, 1992 through March 31, 1999. This information shall be based on information available to the State on the date of signing of this agreement, and shall include, to the extent available: 1) information on the premium/contribution rates in effect throughout the period, 2) numbers of employees for whom premiums/contributions were made, 3) totals of monthly premiums/contributions to the GGU health plan, 4) GGU specific claims experience and administrative expenses, and 5) GGU specific health insurance reserves.

The State agrees that all information specified in Paragraph #5 shall be provided to the Union within ten (10) working days following receipt by the State.

APPENDIX K

Designation of Floating Holiday

In accordance with Article 24.03, the holiday observed on shall be considered a floating holiday for the following employee(s):

<u>PCN</u>	<u>Employee Name</u>	<u>Classification</u>
------------	----------------------	-----------------------

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Approved: _____

Division Director _____

Date _____

CC: Departmental Human Resources Office

APPENDIX L

LETTER OF AGREEMENT

Between the

STATE OF ALASKA

And the

ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52

Representing the

General Government Bargaining Unit

Re: Health Benefits Educational Program

LOA No. _____

The parties recognize that, in order to most effectively transfer the existing plan of group health benefits from an Employer-directed plan to an employee-directed plan, it will require a considerable amount of education and information for the eligible bargaining unit members in the General Government Bargaining unit. The parties also recognize that the delivery of the basic information necessary for the members to make an informed choice about future health care options will require a considerable financial expenditure.

Therefore, subject to legislative appropriation pursuant to AS 23.40.215, not later than July 31, 2000 the Union shall receive from the State the sum of one hundred forty-four thousand dollars (\$144,000) to be used exclusively for the purpose of educating members of the General Government Bargaining Unit regarding the implementation and administration of the employee-directed health benefits plan to be administered by the Union under the provisions of Article 19.03.

In addition, the Employer agrees that health benefits eligible bargaining unit members will be permitted up to one (1) hour of work time to attend informational meetings regarding the new health benefits plan. The Union agrees to make every effort to schedule informational meetings in a fashion designed to minimize disruption of productive work time.

The Union further agrees that these funds shall be used exclusively for web page design, informational meetings, plan booklet production and printing, travel and related expenses, consultants and legal expenses necessary for the implementation of the employee-directed health benefits plan, trustee training, and other expenses as may be necessary and directly related to implementation of such a program in the General Government Bargaining Unit.

The Union agrees that these funds shall be accounted for separately from other Union funds and that, if any of these funds remain unexpended as of the date that the employee-directed plan under Article 19.03 is implemented, such residual funds shall be transferred into the new health benefit plan for payment of premiums or accrual of reserves.

LETTER OF AGREEMENT
Between the
STATE OF ALASKA
And
ALL LABOR ORGANIZATIONS
Recognized as Exclusive Representatives of
Bargaining Unit Members
Employed by the
State of Alaska

Re: Statewide Labor/Management Committee on Delivery of Public Services

The signatories to this agreement hereby agree to the formation of a Statewide Labor/Management Committee on efficiency and effectiveness in the delivery of public services. The Committee is established to review, investigate and discuss, in a spirit of openness and cooperation, the means and methods for the most cost efficient and effective means by which state government may deliver services to the public, including fiscal, policy, procedural and legislative issues which may impact the operations of the executive branch, with the intent to promote agreement on matters which will enhance operating efficiencies, safety and related issues. The Committee may review all means by which services are now, or may in the future, be delivered, including the use of private sector vendors and all factors which may impede or enhance the direct delivery of services by state agencies. The Committee may not modify the terms of any collective bargaining agreement, but may make recommendations to the parties regarding desired changes on any subject, whether or not such subject matter is currently addressed in a collective bargaining agreement(s).

This letter of agreement does not negate any established labor management committees between any of the parties, whether established through individual letters of agreement or through collective bargaining agreements. The Committee shall meet as provided for in the Committee's By-Laws, provided, however, that the Committee shall meet not less than four (4) times a year with the Commissioner of Administration to report on its findings and recommendations:

LETTER OF AGREEMENT
Between the
STATE OF ALASKA
And the
ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52
Representing the
General Government Bargaining Unit

Re: Article 19 Transition Coverage & Implementation
LOA No. _____

In the event that (1) the parties have agreed upon the implementation of an employee-directed health benefit plan under the provisions of Article 19.03, and, (2) provided that the legislature has appropriated the required funding for the implementation of such a program pursuant to AS 23.40.215, yet (3) there is a delay in the implementation of the employee-directed plan, it is understood and agreed between the parties that the Employer shall continue to provide a policy of group insurance covering eligible bargaining unit members, the members' spouses and the members' eligible dependents. Unless otherwise mutually agreed, the Employer shall maintain the level of benefits in effect on June 30, 2000.

The eligible bargaining unit members shall contribute the difference between the Employer's contribution and the total premium amount necessary to provide the agreed-upon level of benefits for the duration of the Employer provided coverage. Bargaining unit member contributions shall be made by payroll deductions, except in those instances where a member elects to self-pay member contributions while on an approved leave of absence without pay.

It is further agreed that health insurance consultants representing the interests of the parties shall meet not later than May 1, 2000, for the purposes of attempting to agree upon the amount of monthly member contributions which will be necessary to maintain the level of benefits provided while ensuring the fiscal integrity of the group health plan and reserve funds attendant thereto. The objective of the parties shall be to have at least four million dollars (\$4,000,000) in unrestricted reserve funds when the health benefit plan becomes an employee-directed plan. The representatives of the parties shall make their joint or their respective recommendations on member contribution rates not later than May 15, 2000. In the absence of agreement between the parties, the final decision regarding the amount of member contributions to the group insurance program shall be as established by a neutral third party. The parties agree that this neutral third party shall be the former Commissioner of the Department of Labor, Jim Samoson.

The parties specifically acknowledge the Union's interest in postponing the implementation of an employee-directed benefit plan until such time as four million dollars (\$4,000,000) in accrued, unrestricted General Government reserves may be transferred from the Employer provided benefit plan into the employee-directed benefit plan. The parties therefore agree that, other provisions of Article 19 notwithstanding, the implementation of the employee-directed health benefit plan may be delayed until four million dollars (\$4,000,000) of unrestricted reserves are available for transfer to the Union. For purposes of this agreement, "unrestricted reserves" are those reserves which are identified as exceeding the reserve amounts necessary for 1) claims payments issued but not redeemed, 2) contingency reserve utilization, and 3) incurred but not reported claims.

This agreement takes effect only under the conditions described herein, and remains in effect until the date of implementation of an employee-directed health benefit plan.

LETTER OF AGREEMENT
Between the
STATE OF ALASKA
And the
ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52
Representing the
General Government Bargaining Unit

Re: Article 26 Individual Conversions Upon Retirement or Layoff

LOA No. _____

It is understood and agreed between the parties that any bargaining unit member who separates from State service on or after July 1, 2000 but prior to December 16, 2000, for the purposes of immediate appointment to retirement under the Public Employees Retirement System (PERS), shall have the option of converting his/her entire annual leave account and fifty percent (50%) of his/her sick leave account to personal leave under Article 26 prior to date of separation. In order to exercise this option, a retiring employee must notify his/her departmental Human Resources Office in writing of the decision to convert to personal leave pursuant to Article 26, not less than thirty (30) days prior to the employee's last day of work. Proof of eligibility and application for PERS retirement may be required.

Further, if a bargaining unit member is placed in layoff status between July 1, 2000 and December 16, 2000 they shall have five (5) days from the date of notification of layoff to complete the one time option of converting his/her entire annual leave account and fifty percent (50%) of his/her sick leave account to personal leave under the terms of Article 26 of this Agreement.

LETTER OF AGREEMENT
Between the
STATE OF ALASKA
And the
ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52
Representing the
General Government Bargaining Unit

Re: Article 21.01.D

LOA No. _____

It is understood and agreed between the parties that the provisions of Article 21.01.D shall be applied to seasonal employees for all pay periods in which such employees utilized seasonal compensatory time under the terms of Article 22.09, notwithstanding the absence of employee health insurance contributions in such pay periods.

LETTER OF AGREEMENT
Between the
STATE OF ALASKA
And the
ALASKA STATE EMPLOYEES ASSOCIATION, AFSCME Local 52
Representing the
General Government Bargaining Unit

Re: Contract Extension

LOA No. _____

It is understood and agreed between the parties that all provisions of the July 1, 1996-June 30, 1999 General Government Agreement shall remain in effect through June 30, 2000.

The parties acknowledge that the implementation of the monetary terms of this Agreement, and any successor Agreement, is subject to the terms of AS 23.40.215. The Employer shall submit the required legislation to fund the monetary terms of the parties' successor Agreement at the earliest possible date and both parties shall support its passage. If the legislature fails to fund the monetary terms of the Collective Bargaining Agreement for the period beginning July 1, 2000, the parties agree to reenter negotiations for a period of ten (10) days. At the end of the ten (10) day period, it will not be a violation of Article 5.01.A of this Agreement if the class 2 and class 3 Union members engage in a legal strike.

If the bargaining unit members strike, all of the provisions of Article 5 are waived immediately.

The Employer shall be held free of penalty pay or other punitive action for the ninety (90) day period following the date funds become available subsequent to legislative appropriation for the funding of this Agreement, or the parties' successor Agreement, except those payments that would have been required under the terms of this Agreement in the absence of an appropriation.

The parties agree that this Article is not intended to interrupt, change or amend the Class 1, 2, or 3 bargaining unit members collective bargaining rights established by AS 23.40.070 et. seq.

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Summary of Contract Changes

GENERAL GOVERNMENT UNIT AGREEMENT GGU

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 2 - Union Representatives Section 2.02B (page 2)	Reallocates Steward release time to allow up to 7.5 hours of training in the first year, and 4 hours in subsequent years	Better trained standards benefits both state and union.	Increase efficiency of contract administration	Union
Section 2.02E (page 3)	Requires 6 months service as steward to acquire super-seniority.	Prevents abuse of Steward position	The 6 month period will prevent employees with disciplinary issues or facing lay off from using Stewardship as a refuge.	
Section 2.05 (page 3)	Requires union to adhere to State's Technology Policy when using State telecommunications.	Assures consistency and prevents abuse.	Less time spent dealing with problems.	
Article 3 - Union Security Section 3.02C (page 3)	Requires Union to provide procedural safeguards to fee-payers that meet Constitutional minima.	Brings agreement into compliance with current law.	No economic impact.	State

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 6 - Non-discrimination Section 6.01 (page 6)	Adds "mental disability" to list of contractually protected classes.	Conforms with legally protected classes	No economic impact.	Union
Article 7 - Labor Management Committees Section 7.02G (page 8)	Requires that training be given to all members of a LMC, if employer provides training	Ensures that equally skilled parties participate in committees.	Joint training will reduce communication difficulties and make LMCs more productive.	Union
Article 9 – Nonpermanent Appointments Section 9.06 C, 4 (page 10) Section 9.07D (page 11)	On-call substitutes retain earned salary steps if appointed to non-permanent or permanent position Provides that mentoring of Alaska Temporary Assistance Program workers will not be considered supervision for purposes of bargaining unit placement.	Equity - gives credit for time actually worked. Prevents general government employees from becoming supervisors if they serve as mentors.	Minimal cost Reduced adjudication of unit clarification requests.	Union

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 10 - Recruitment and Examination (page 11)	Extensive rewrite to reflect conversion from manual list system to computerized Workplace Alaska system	Reflects process and technological changes, and prior adjudication.	Avoids disputes. Incorporation of the new system in the agreement will reduce administrative costs and avoid adjudication.	State
Section 10.02C (page 13)	Requires State to check for layoff candidates at beginning and close of recruitment period and to consider candidate laid off during recruitment period.	Technical change in layoff procedures protects employee laid off during a recruitment period.	Avoids disputes.	Union
Article 11 - Employment Status Section 11.05 (page 21)	Seasonal employees allowed to carry over 187.5 hours of annual/personal leave when placed on seasonal leave without pay (SLWOP). If anticipated SLWOP is less than 45 days, employee may carry over entire leave balance. Previously, employee was restricted to 5 days carry over.	Reflects employee desire to retain accrued leave for use upon return from SLWOP; with conversion to personal leave, allows seasonal employees to occur more leave in case of illness.	No economic impact or change in productive hours.	Union
Article 12 – Layoff Section 12.05 (page 27)	In instances where 1.5% or more of the employees in a job class family are in lay off, the State will close open recruitment in that class family and recruit only from among lay off eligibles in parallel or closely related classes.	Job security provision where large number of employees are laid off due to organizational or technological change.	No economic impact.	Union

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 14 - Notice of Discipline and Discharge (page 32)	Possession, viewing, or accessing pornography at work defined as egregious misconduct and therefore just cause for immediate dismissal.	Reflects societal and technological changes.	No economic impact. Incorporates State technology policy into contract	State
Article 18 - Performance Evaluations Section 18.02 (page 40)	Performance incentive steps granted unless affirmatively denied.	Provides management with incentive to perform timely evaluations.	Employer can mitigate any potential impact by performing timely evaluations.	Union
Section 18.04 (page 42)	18.04 - Eliminates appeals of evaluations in which employee is rated mid-acceptable or higher.	Eliminates frivolous appeals.	Efficiency measure.	State
Article 19 - Health and Security Section 19.03A (page 43)	Enables Employee Directed Health Benefit Plan on or after July 1, 2000. Establishes Employer Health Benefit contribution at \$515.00/employee/month effective July 1, 2000.	Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units.	\$2485.8	State / Agreement does not exceed State economic package.

Contract Article	Summary of Change	Rationale	Impact	Requestor
Section 19.03B (page 43)	Establishes Employer Health Benefit contribution at \$575.00/employee/month effective July 1, 2001.	Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units.	\$5583.9	
Section 19.03C (page 44)	Establishes Employer Health Benefit contribution at \$630.00/employee/month effective July 1, 2002.	Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units.	\$5118.5	

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 21 – Wages Section 21.01M (page 46) Section 21.01D (page 49) Section 21.01 A & F (page 49) Article 21.02 Section B (page 50)	No change in salary schedule in first year. NOTE: Published prior contract salaries are for 1st year of prior agreement and do not reflect 2nd and 3rd year CPI increases. All employees who have been in Steps A - F for one year or less and who do NOT advance to Step G shall receive a lump sum payment of \$50.00/pay period for each month in which the State made a health insurance contribution on the employee's behalf in the prior twelve months up to a total payment of \$1200.00. Payment to be made prior to July 31, 2000. Step G is established as a performance incentive step for employees who have been at Step F for more than one year. Levelized longevity steps at 3.75%.	The proration of the lump sum payment and delayed implementation of percentage increases are used to finance Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule. Step G is funded from within the total economic package by proration of lump sum payment. Levelized longevity steps are consistent with statute.	\$5,795.4 \$521.6 Funded by the delay in implementation of the 3% increase.	State State / Agreement does not exceed State economic package. State / Agreement does not exceed State economic package.

Contract Article	Summary of Change	Rationale	Impact	Requestor
Section 21.02A	Effective December 1, 2001, the basic salary schedule shall be increased by 2.0%.	Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.	\$3655.6	State / Agreement does not exceed State economic package.
Section 21.02C (page 50)	Effective January 1, 2002, the basic salary schedule shall be increased by 3.0%.	Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.	\$3897.1	
Article 22 – Overtime (page 56)	Employee recalled to work within four hours of end of regular shift or within two hours of beginning of next regular shift is paid recall premium on regular shift rate of pay. If recalled more than four after end of shift or more than two before next regular shift, then paid appropriate shift differential.	The 2 hours before next shift is a concession from prior language, which would have paid the employee shift differential.	Indeterminate economic impact, but some savings will result from paying regular shift pay to day shift or swing shift workers who are recalled to work in night shift period.	State
Article 23.01 - Meal and Relief Periods (page 59)	Claims for missed relief periods forfeited after 30 days.	Eliminates stale claims	No measurable economic impact, but some savings will result from quieting stale claims.	State

Contract Article	Summary of Change	Rationale	Impact	Requestor
Article 24 – Holidays (page 59)	Overtime exempt employees required to work a holiday compensated by crediting a day of leave.	Equity - OT eligible employees receive holiday pay and time and one half for hours worked on a holiday.	Change of work hours.	Union
Article 26 - Personal Leave (page 70)	Enables transition to Personal Leave system supplanting the current sick/annual system.	Satisfies long term State objective of moving all bargaining units to the personal leave system, which system is less susceptible to abuse and results in cost savings over time as well as increased productive hours.	No appropriation required. The general government unit is the last remaining white collar unit in the old annual/personal leave system. When the staged conversion is complete, all major employee groups will be on same system.	State
Article 40 – Legislative Action (page 84)	No strike - no lockout provision waived if Legislature fails or refuses to fund the agreement.			Union
Article 42 – Duration of Agreement (page 85)	Parties agree that the 1996 - 1999 agreement is extended as to its terms to June 30, 2000, if successor agreement is approved. Successor agreement is effective from July 1, 2000, to June 30, 2003.	Three year contracts were a goal of the administration for all units.	Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act	State

Contract Article	Summary of Change	Rationale	Impact	Requestor
Labor Management Committee on Delivery of Public Services (page 116)	Establishes a joint labor and management committee to review the modernization, effectiveness, and efficiency of the delivery of public services.		Provides a relatively informal and non-adversarial forum to address issues such as telecommunications changes and privatization issues.	State

Cost Analysis

General Government Unit (7416 full-time, 1435 part-time, 227 nonpermanent)

Summary of Changes

Term	Year 1	Year 2	Year 3
Wages	lump sum payment based on \$50 per pay period in pay status during FY	2% salary schedule increase	3% salary schedule increase; new service bonus step
Wages	new salary step "G"		adjust longevity step increases to be uniform
Health Insurance	\$488.50 - 515	\$515 - 575	\$575 - 630

Summary of Costs

Contract Article	Page	Term	Effective Date	1st Year	1st Year Cumulative	Effective Date	2nd Year	2nd Year Cumulative	Effective Date	3rd Year	3rd Year Cumulative
21.01.D	49	Lump Sum	7/1/00	5,795,353	5,795,353			5,795,353			5,795,353
21.01.A & 21.01.F	49	New "G" Salary Step	7/1/00	3,655,647	3,655,647			3,655,647			3,655,647
21.02.A	50	2% Salary Schedule Adjustment				1/1/02	3,897,092	3,897,092			7,794,184
21.02.C	50	3% Salary Schedule Adjustment							12/1/02	9,676,470	9,676,470
21.02.B	50	Adjust Longevity Increments to 3.75%							7/1/02	521,582	521,582
19.03	43-44	Health Insurance	7/1/00	2,485,800	2,485,800	7/1/01	5,583,862	10,555,462	7/1/02	5,118,529	23,743,653
		Total Cost		11,936,800	11,936,800		9,480,954	23,903,554		15,316,581	51,186,889

Methodologies

Year 1 wage increase = \$50 lump sum payment per employee in pay status during FY 2000 - 4.5% vacancy.

Year 1 New "G" step cost is based on number of employees at "F" step for 1 year or longer + number of employees in steps "J," "K," "L" and "M" (26.18%).

Year 2 wage increase = FY 01 budget request x 2% increase - 4.5% vacancy.

Year 3 wage increase = FY 02 budget request x 3% increase - 4.5% vacancy.

Year 1 health insurance increase = FY 01 monthly contribution - FY 00 monthly contribution x 12 months x # employees.

Year 2 health insurance increase = FY 02 monthly contribution - FY 01 monthly contribution x 12 months x # employees.

Year 3 health insurance increase = FY 03 monthly contribution - FY 02 monthly contribution x 12 months x # employees.