

**02/24/16**

**PRESENTATION  
UNDERSTANDING  
LABOR  
CONTRACTS BY  
DEPARTMENT OF  
ADMINISTRATI-  
TION**

<TARGET><BILL></BILL><SUBJECT>02-24-16 PRESENTATION  
UNDERSTANDING LABOR CONTRACTS BY DEPARTMENT OF  
ADMINISTRATION</SUBJECT><COMM>SFIN29</COMM></TARGET>

**ALASKA DEPARTMENT OF ADMINISTRATION**  
**UNDERSTANDING LABOR**  
**CONTRACTS**

Presentation to  
**Senate Finance**  
**Committee**  
**February 24, 2016**

Commissioner Sheldon Fisher  
Deputy Commissioner Leslie Ridle



# BARGAINING 101

- Negotiations are mandated by the Public Employment Relations Act (PERA) AS 23.40.070-23.40.250.
- The State begins bargaining successor agreements between October and December; start date may be accelerated if both parties agree.
- Wages, hours and other terms and conditions of employment are mandatory subjects of bargaining.
- The State may, but is not required to, negotiate permissive subjects of bargaining.
  - Classification, retiree benefits, representation of non-permanent employees
- Monetary terms must be approved by the Legislature.
  - Provided that monetary terms of agreements are submitted to the Legislature by the 60<sup>th</sup> day, PERA requires legislative session consideration during that calendar year.
  - If rejected by the Legislature, then it is as if there is no agreement. The parties must renegotiate to impasse or agreement.
- If negotiations do not lead to agreement and mediation fails, employees have the right to strike.
  - Exception: protective service personnel do not have the right to strike but must enter binding arbitration after impasse.
- Employees who are on strike do not get paid, but may not be terminated because they choose to lawfully strike.
- Striking employees may be replaced – either temporarily for the duration of the strike, or permanently under certain circumstances.

# MONETARY TERMS

## Marine Units (IBU, MEBA, MMP)

- Cost of living differential (COLD)
- Travel pay
- Training funding
- Pass privileges
- Non-watch pay

## Correctional Officers

- Uniform allowance
- Duty station incentive pay (Spring Creek)
- Education incentive pay
- Prisoner transportation officer cert pay
- CDL Cert pay

## Public Safety

- Uniform allowance
- State provided medical exams
- Pilot, diver, and canine pay

## Mt. Edgecumbe Teachers

- Family night pay
- Activities and extracurricular pay

## General Government Unit

- Sea duty pay
- Uniform provision
- Life, Travel, and Accident insurance
- Travel and per diem

## Labor Trades and Crafts

- First Aid training
- Subsistence pay
- Tool allowance
- Bunkhouse and housing rentals

## Supervisory Union

- Hazard pay
- Supervisory differential
- Sea duty pay
- Physicals

## Alaska Vocational Technical Center Teachers

- Initial Teacher Placement and Step Advancement
- Department Head Pay
- Sabbatical Leave

# RANGE OF OPTIONS TO REACH RESOLUTION



## Impasse & Implement

- Sometimes described as the “nuclear option.”

## Arbitrate

- Arbitrator will determine.
  - Interest Arbitration: “split-the-baby” and give each side something.
  - Baseball Arbitration: Must choose one proposal

## Negotiate - Settle

- Both sides get something out of negotiations.

# BARGAINING UNIT (BU) DETAIL

Bargaining Unit	Business Lead	# Emp in 2015	% of Total
<b>Currently Negotiating</b>			
LTC - Public Employees, Local 71	Dennis Moen	1,772	10.6%
APEA - Alaska Public Employees Association	Pete Ford	2,317	13.9%
CEA - Confidential Employees Association	Pete Ford	204	1.2%
<b>Reached Tentative Agreement</b>			
TEAME – Teachers’ Education Assoc. of Mt. Edgecumbe	Christy Anderson	27	0.2%
ASEA - Alaska State Employees Association	Jim Duncan	8,794	52.8%
<b>Non-Covered</b>			
Non-Covered - Exempt, Partially Exempt and Excluded		1,300	7.8%
<b>TOTAL EMPLOYEES AT ISSUE IN CURRENT NEGOTIATIONS</b>		<b>14,414</b>	<b>87%</b>
<b>Fall 2016 Negotiations</b>			
AVTECTA - AK Vocational Technical Center Teachers	Dale Butts	33	0.2%
PSEA - Public Safety Employees Association	Jake Metcalfe	508	3.0%
<b>Fall 2017 Negotiations</b>			
IBU – Inlandboatmen’s Union of the Pacific	Joshua Stephenson	565	3.4%
MEBA - Marine Engineers Beneficial Association	Ben Goldrich	103	0.6%
MMP - Masters, Mates and Pilots	Shannon Adamson	96	0.6%
<b>Fall 2019 Negotiations</b>			
ACOA - Alaska Correctional Officers Association	Brad Wilson	942	5.7%
<b>GRAND TOTAL</b>		<b>16,661</b>	<b>100%</b>

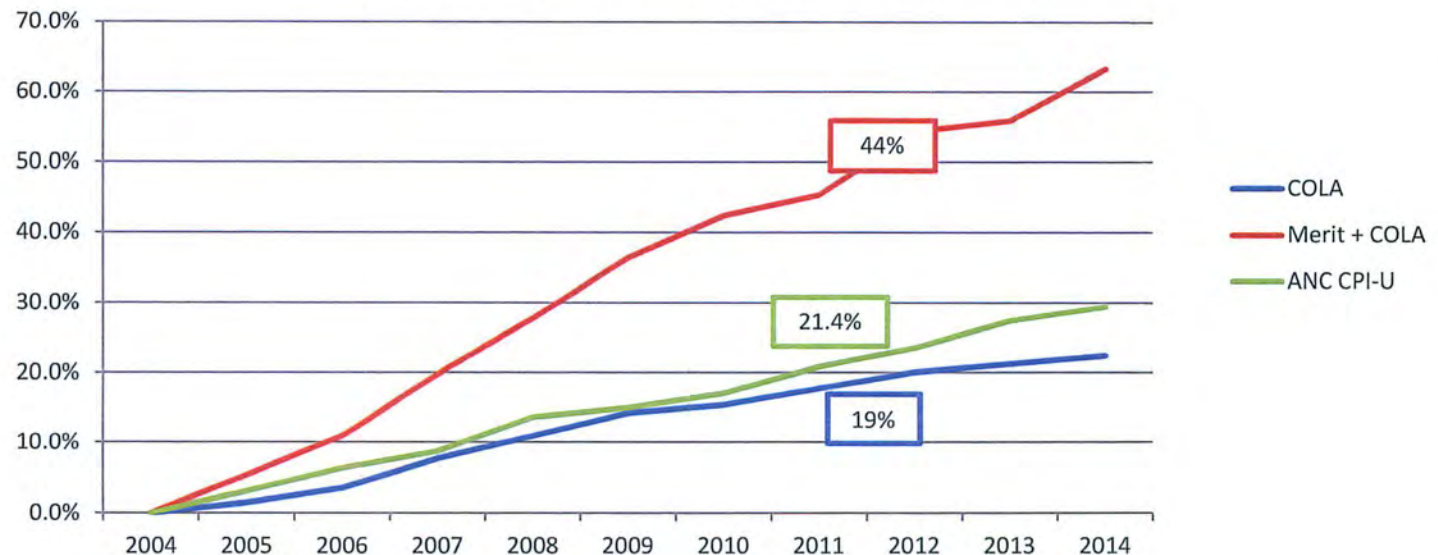
87% of State employees are impacted by current round of negotiations

\* # of Employees based on filled positions, not total positions w/vacancies

## NEGOTIATING FRAMEWORK: CASH COMPENSATION

- Cash Component of Compensation
  - Below Market
    - High income professional employees tend to be below market
    - New employees tend to be below market
  - Above Market
    - Low income employees tend to be at or above market
    - More tenured employees tend to be above market

Mid- Level Professional Salary Adjustments (COLA & MERIT)  
Range 16 GGU Salary Schedules effective July 2004-2014



**In addition to negotiated COLAs** (“acceptable or better”):

- Merit Increases (1-5 yr)
  - ~3.5% every year
- Pay Increments (5+ yr)
  - 3.25% increase awarded every two years
  - No limit

# NEGOTIATING FRAMEWORK: BENEFITS

Employee Benefits: Overall tend to be above market.

- Health Benefit:
  - Economy Plan – zero employee premiums
  - Low deductible options across plans
  - Flat rate for dependents
  - Retiree health insurance with 10 years of service
  - Retiree premium percentage lowers with longer term of service
- Pension: Alaska Public Employees' (PERS) and Teachers' Retirement (TRS) Systems are hybrid defined benefit and defined contribution plans providing:
  - Contribution amounts structured to reach retirement goals
    - PERS: 8% employee + 5% employer + 12.26% SBS totaling : 25.26%
    - TRS: 8% employee + 7% employer +12.26% SBS totaling: 27.26%
    - Most private plans offer employer match of 3-4%
- Leave accrual (even with negotiated caps)
  - Accrue 270 hours per year (36 days)
    - After 10 years, if hired before 7/1/13
    - After 15 years, if hired on or after 7/1/13
- Job Flexibility
  - Alternative work weeks
- Hours worked: 37.5 hours

## **NEGOTIATING FRAMEWORK: STATE AND NATIONAL TRENDS**

### National:

- 2007-2015 saw little to no pay increases
- Current trends include pay increases, elimination of furloughs

### State:

- Municipality of Anchorage: 1.5% COLA per year for 3 years
- Anchorage School District: 1% COLA + \$1,000 bonus through 2017
- Juneau School District: 2% COLA, 1 year agreement

# BARGAINING PRIORITIES

- **Cash Component:**
  - Overall below market
  - Current Fiscal climate requires modest reductions
    - 0-0-0%
    - 15 hours of furlough per employee per fiscal year
    - Modest changes to other monetary terms of the CBAs
- **Benefits:**
  - Overall above Market
  - Healthcare costs are growing at a multiple of inflation making cost containment a critical objective of these negotiations
    - Ask Employees to accept plan design changes and contribute to monthly health care premiums in order to control costs and align interests in minimizing future cost increases.
    - For employees that are not part of AlaskaCare, we want to right-size health trust reserves
- **Other Priorities**
  - Performance Evaluations: Create a meaningful performance view system
  - Consistency
    - Create consistency in our contracts
    - For example: Leave, administrative manual, travel rules, pay procedures
  - Flexibility
    - Create flexibility in our contracts.
    - For example: contracting out, promotional rules
  - Leave Terms – continue the progress of prior negotiations to address leave accruals

# STATUS OF CONTRACTS BEFORE THE LEGISLATURE

## TEAME (27 Employees)

- Contract expired June 30, 2015
- Agreement reached December 2015, ratified by members
- Contract pending Legislative approval

### Terms Include:

- 0-0-0
- Addition of coordinators to improve student activity sponsorship
- Improvements and clarifications to the grievance process
- Additional time for management to complete annual evaluations
- Contract language improvements regarding leave use, cash-in, and donation

## ASEA (GGU, 8,795 Employees)

- Contract expires June 30, 2016
- Agreement reached February 2016, pending ratification by members
- Contract pending Legislative approval.

### Terms Include:

- 0-0-0
- Reduced health care contribution rate in FY17
- Furloughs
- Improvements to the grievance and complaint process
- Performance tied geographic limitation for layoffs
- Contract language improvements for finance and payroll processing
- Transition fully to the Administrative Manual for Travel and Per Diem

# FY 2017 SAVINGS

Fiscal Year 2017	Wages 0%	EE Health Care Contribution	Furlough (15 hrs)	AAM-Travel	Contracting Out	Subsistence/Geo Diff	Advisors (TEAME Only)	TOTAL Est. Savings
GGU	\$0	-\$4,007,772	-\$4,134,856	UNK	UNK	\$29,060	n/a	-\$8,113,568
TEAME (K Reached FY17-18)	\$0	n/a	n/a	n/a	n/a	n/a	\$3,600.00	\$3,600
Total Savings		-\$4,007,772	-\$4,134,856	UNK	UNK	\$29,060	\$3,600.00	-\$8,109,968
FY '17 Cash Savings		-\$4,007,772	-\$1,393,480	UNK	UNK	\$29,060	\$3,600	-\$5,368,592

Bargaining Unit	Category of Employee	EE Count	Furlough Savings	Leave Cash-in %	Leave Cash-in Cost	Total Wage Savings	Employer Charge Savings <sup>(1)</sup>	Net Savings
GGU - Group 1	Range 16 or below	4,420	\$1,697,769	90%	\$1,527,992	\$169,777	\$393,034	\$562,810
GGU - Group 2	Range 17 - 21	2,434	\$1,374,334	75%	\$1,030,751	\$343,584	\$318,158	\$661,742
GGU - Group 3	Range 22 - 24	274	\$207,512	50%	\$103,756	\$103,756	\$48,039	\$151,795
GGU - Group 4	Range 25 and above	18	\$17,455	25%	\$4,364	\$13,091	\$4,041	\$17,132
	Total	7,146	\$3,297,070		\$2,666,863	\$630,208	\$763,272	\$1,393,480

- Healthcare contribution: Reduced payment in FY '17, growing in FY '19.
- Furlough Savings
  - \$3.3m Gross Employee Savings
    - Forecasted 2.6m will be cashed in by Employees
  - \$763k Employer Savings
    - 22% Pension Contribution
    - 1.15% Term Leave Rate

## UPDATE ON OTHER NEGOTIATIONS

- **Labor Trades and Crafts (LTC) - 1,772 Employees**
    - On-going
    - Likelihood of reaching agreement by 60<sup>th</sup> Day
  - **Supervisor's Union(SU) – 2,317 Employees**
    - On-going
    - Challenging negotiations
    - Possibility of not reaching agreement by 60<sup>th</sup> Day
  - **Confidential Employees Association – 204 Empl.**
    - On-going
    - Likelihood of reaching agreement by 60<sup>th</sup> Day
- 
- **Marine Engineers' Beneficial Association (MEBA) – 103 Employees**
    - Tentative agreement July 2014 (0%- 1%- 2%). Legislature approved contract in 2015. MEBA has yet to send contract for a vote. Mediation pending.

## NEXT STEPS

- The Legislature decides whether to fund the monetary terms.
  - The monetary terms of a collective bargaining agreement are subject to funding by legislative appropriation. (AS 23.40.21)
  - If the Legislature fails to fund the monetary terms of an agreement, the next steps vary by bargaining unit and may be affected by whether a tentative agreement was reached with sufficient time to permit submittal by the 60th day of session.
- A contract submitted to the Legislature after the 60<sup>th</sup> day does not prevent the Legislature from either considering or funding the contract.
- If a union fails to ratify the agreement, then the funding is reduced proportionately, and we operate under status quo and return to negotiations.

## REJECTION OF MONETARY TERMS: CBA TERMS

**If the monetary terms of an agreement are rejected the following contractual provisions apply:**

- ASEA: Re-enter negotiations for 10 days; if no agreement, Class 2 and Class 3 employees may take a strike vote
- APEA: Not required to enter negotiations; impasse exists and members may call for a strike vote
- CEA: Must re-enter negotiations upon demand by either party; negotiations last for 10 days but may be extended by mutual agreement; if no agreement, impasse exists and members may call for a strike vote
- IBU: Must re-enter negotiations within five days
- MEBA: Must re-enter negotiations immediately
- MMP: Must re-enter negotiations immediately
- PSEA: Upon written request, immediately negotiate a mutually satisfactory supplemental agreement
- ACOA: Must re-enter negotiations immediately
- LTC: Impasse exists and parties agree to pursue reasonable efforts to obtain a mutually satisfactory resolution
- AVTECTA: Must re-enter negotiations
- TEAME: Must re-enter negotiations immediately

*\*Note: No definition of "immediately" is provided for in the collective bargaining agreements.*



**Thank you!**

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for more information about our department.

**Questions?**

# APPENDIX

# MONETARY TERMS

**In addition to negotiated Cost of Living Adjustments, State employees receive:**

- **Merit Increases**
  - Steps A-F (A-G for General Government Unit members) on the salary schedule;
  - Represent an increase of approximately 3.5% every year providing the employee's performance is considered "acceptable or better;"
  - Automatically awarded unless a proactive action is taken to deny the merit increase through a timely performance evaluation.
  
- **Pay Increments**
  - 3.25% increase awarded every two years providing the employee's performance is "acceptable or better;"
  - For administrative purposes, pay increments are designated as steps J and above on the salary schedule;
  - No limit as to how many pay increments an employee can earn.

# SAMPLE HISTORICAL COLAS & CPI COMPARISON

Year	CPI	Non-Covered	ACOA	ASEA	APEA	AVTECTA	CEA	IBU	LTC	MEBA	MMP	PSEA	TEAME
2006	3.2%	2%	4%	2%	2%	1%	2%	6%	2%	6%	6%	3%	3%
2007	2.2%	5.5%	3%	4%	5.5%	3%	4%	0%	5%	3%	3%	3%	3%
2008	4.6%	3%	3%	3%	3%	3%	3%	Lump	2/1%	Lump	Lump	5%	3%
2009	1.2%	3%	3%	3%	3%	2.5%	3%	5%	Lump	5%	5%	3%	0%
2010	1.8%	2%	3%	1%	2%	2.5%	2%	4%	2.5%	4%	4%	3%	0%
2011	3.2%	2%	3%	2%	2%	2%	2%	2%	2.5%	0%	0%	2%	1%
2012	2.1%	2%	2%	2%	2%	2%	2%	2%	2%	0%	0%	2%	2%
2013	1.5%	1%	2%	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%
2014	1.6%	1%	2%	1%	1%	1%	1%	0%	1%	0%	0%	1%	1%
2015	1.6%*	2.5%	1%	2.5%	2.5%	1%	2.5%	1%	0%	1%	1%	1%	0%
Totals	23%	24%	24%	21.5%	24%	19%	22.5%	21%	18/17%	19%	19%	24%	14%

\*Estimated CPI

**AVG YEARLY BASE SALARY FOR FY15**

	<b>Yearly Average Pay*</b>
<b>ASEA</b> - Alaska State Employees Association .....	\$58,840.92
<b>APEA</b> - Alaska Public Employees Association .....	\$85,167.12
<b>CEA</b> - Confidential Employees Association .....	\$60,760.68
<b>AVTECTA</b> - Alaska Vocational Technical Center Teachers .....	\$79,972.08
<b>IBU</b> – Inlandboatmen’s Union of the Pacific.....	\$52,326.12
<b>MEBA</b> - Marine Engineers Beneficial Association .....	\$73,606.56
<b>MMP</b> - Masters, Mates and Pilots .....	\$85,599.60
<b>PSEA</b> - Public Safety Employees Association .....	<b>\$88,958.76 (AA), \$74,201.88 (AP)</b>
<b>ACOA</b> - Alaska Correctional Officers Association .....	\$63,727.08
<b>LTC</b> - Public Employees, Local 71 .....	\$56,076.12
<b>TEAME</b> – Teachers’ Education Association of Mt. Edgecumbe .....	\$66,206.28
<b>Non-Covered</b> – Exempt, Partially Exempt and Excluded .....	<b>\$104,045.76</b>

Average employee benefits percentage is approximately 49%

\* Includes geographic differential      AA – Troopers, AP – Airport, Police and Fire Officers

SOURCE: Bargaining Unit Profiles, collected June 30, 2015

# BARGAINING UNIT SUMMARY

## Alaska Correctional Officers Association

### ACOA Bargaining Unit



Total Bargaining Unit Members	942
Average age of all members:	41
Average years of service:	7.68
Average monthly pay for permanent full-time member:	\$5,310.59
Average yearly pay for permanent full-time member:	\$63,727.08
Total overtime for all members:	\$3,482,586.78
Total FY15 gross pay for all members:	\$60,820,628.41

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Alaska Public Employees Association

Represents the Supervisory Bargaining Unit (SU)



Total Bargaining Unit Members	2,317
Average age of all members:	48
Average years of service:	13.32
Average monthly pay for permanent full-time member:	\$7,097.26
Average yearly pay for permanent full-time member:	\$85,167.12
Total overtime for all members:	\$1,050,088.73
Total FY15 gross pay for all members:	\$193,457,080.06

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Alaska State Employees Association

Represents the General Government Unit (GGU)



Total Bargaining Unit Members	8,794
Average age of all members:	44
Average years of service:	7.86
Average monthly pay for permanent full-time member:	\$4,903.41
Average yearly pay for permanent full-time member:	\$58,840.92
Total overtime for all members:	\$20,586,569.81
Total FY15 gross pay for all members:	\$442,813,259.13

*\* Includes premium pays, excludes benefits*

**BARGAINING UNIT SUMMARY****Alaska Vocational Technical Teachers Association**

AVTECA Bargaining Unit

Total Bargaining Unit Members	33
Average age of all members:	51
Average years of service:	7.84
Average monthly pay for permanent full-time member:	\$6,664.34
Average yearly pay for permanent full-time member:	\$79,972.08
Total FY15 gross pay for all members:	\$2,546,997.40

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Confidential Employees Association

Represents the Confidential Unit (KK)



Total Bargaining Unit Members	204
Average age of all members:	43
Average years of service:	8.56
Average monthly pay for permanent full-time member:	\$5,063.39
Average yearly pay for permanent full-time member:	\$60,760.68
Total overtime for all members:	\$74,047.66
Total FY15 gross pay for all members:	\$10,595,061.46

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Inlandboatmen's Union of the Pacific

IBU Bargaining Unit



Total Bargaining Unit Members	565
Average age of all members:	48
Average years of service:	7.32
Average monthly pay for permanent full-time member:	\$4,360.51
Average yearly pay for permanent full-time member:	\$52,326.12
Total overtime for all members:	\$4,393,018.59
Total FY15 gross pay for all members:	\$31,410,935.97

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Labor Trades and Crafts



### LTC Bargaining Unit

Total Bargaining Unit Members	1772
Average age of all members:	47
Average years of service:	8.82
Average monthly pay for permanent full-time member:	\$4,673.01
Average yearly pay for permanent full-time member:	\$56,076.12
Total overtime for all members:	\$10,133,878.07
Total FY15 gross pay for all members:	\$93,898,901.48

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Marine Engineers' Beneficial Association

MEBA Bargaining Unit



Total Bargaining Unit Members	103
Average age of all members:	49
Average years of service:	--
Average monthly pay for permanent full-time member:	\$6,133.88
Average yearly pay for permanent full-time member:	\$73,606.56
Total overtime for all members:	\$1,014,066.17
Total FY15 gross pay for all members:	\$9,924,777.36

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Masters, Mates & Pilots

MMP Bargaining Unit



Total Bargaining Unit Members	96
Average age of all members:	45
Average years of service:	11.63
Average monthly pay for permanent full-time member:	\$7,133.30
Average yearly pay for permanent full-time member:	\$85,599.60
Total overtime for all members:	\$1,438,282.00
Total FY15 gross pay for all members:	\$10,958,756.52

*\* Includes premium pays, excludes benefits*

# BARGAINING UNIT SUMMARY

## Public Safety Employees Association

### PSEA Bargaining Unit



Total Bargaining Unit Members	<b>419 (AA), 89 (AP)</b>
Average age of all members:	<b>41 (AA), 38 (AP)</b>
Average years of service:	<b>10.45 (AA), 8.90 (AP)</b>
Avg. monthly pay for permanent full-time member:	<b>\$7,413.23 (AA) \$6,183.49 (AP)</b>
Avg. yearly pay for permanent full-time member:	<b>\$88,958.76 (AA) \$74,201.88 (AP)</b>
Total overtime for all members:	<b>\$4,307,068.49 (AA) \$647,419.26 (AP)</b>
Total FY15 gross pay for all members:	<b>\$43,621,046.10 (AA) \$6,008,589.96 (AP)</b>

*\* Includes premium pays, excludes benefits*

**AA – DPS;  
AP – DOTPF**

**BARGAINING UNIT SUMMARY****Teachers Association of Mt. Edgecumbe**

TEAME Bargaining Unit

Total Bargaining Unit Members	27
Average age of all members:	44
Average years of service:	8.52
Average monthly pay for permanent full-time member:	\$5,517.19
Average yearly pay for permanent full-time member:	\$66,206.28
Total FY14 gross pay for all members:	\$1,942,709.94

*\* Includes premium pays, excludes benefits*

# STRIKING

AS § 23.40.200 specifies the three strike classes of public employees.

## Strike Class 1

- This class is composed of police and fire protection employees, jail, prison and other correctional institution employees, and hospital employees.
- These employees may not strike.

## Strike Class 2

- This class is composed of public utility, snow removal, sanitation and educational institution employees other than employees of a school district, a regional educational attendance area, or a state boarding school and AMHS vessel employees through the Alaska Labor Relations Agency decision.
- These employees may strike after mediation, subject to a vote (requiring a majority voting by secret ballot). The strike may only last for a limited time which is determined by the interests of the health, safety or welfare of the public.

## Strike Class 3

- This class is composed of all other public employees who are not included in Strike Classes 1 or 2.
- These employees may strike if a majority of the employees in the collective bargaining unit vote by a secret ballot to do so.

# STRIKE CLASSES

**1 – Prohibited**

**2 – Limited Right**

**3 – Unlimited Right**

**N – Non-unionized position**

**Exceptions by Position's Department:**

Dept of Public Safety = 1 for all positions

**Exceptions by Position's Facility:**

Adult Corr. Institutions = 1 for all positions

AK Pioneers' Homes = 1 for all positions

AK Psychiatric Institute = 1 for all positions

Juvenile Justice Youth Centers = 1 for all positions (except Soc Svcs Assoc and clerical positions that support a juvenile probation office collocated in a facility)

**Exceptions by Position's Job Class:**

Adult and Juvenile Probation Officers = 1 for all positions

Wildland Fire Dispatchers = 1 for all positions

Wildland Fire and Resource Technicians = 1 for all positions

**Exceptions by a Combination of Elements:**

Radio Dispatchers at Airports = 1

GP/GG positions in the Enterprise Technology Services division, Department of Administration, in the following job classes = 2

Data Communications Specialist, Data Processing Technician, Data Security Administrator, Data Security Specialist, Database Specialist, and Systems Programmer.

**Strike Class by Bargaining Unit**

Code	Unit	Strike Class
AA	PSEA Public Safety Officers	1
AP	PSEA Airport Police & Fire Officers	1
BB	MEBA Licensed Engineer Officers	2
CC	MM&P Deck Officers	2
EE	Executive Branch, Excluded Employees	N
GC	Correctional Officer Unit	1
GP/GG	General Government Unit	3 (with exceptions, see below)
GZ/GY	General Government Unit	1
KK	Confidential Employees Assoc	3 (with exceptions, see below)
LL	Labor, Trades, and Crafts Unit	3 (with exceptions, see below)
MM	IBU Unlicensed Marine Unit	2
NG	National Guard	N
RR	Retirees	N
SS	Supervisory Unit	3 (with exceptions, see below)
TA	AVTEC Teachers Assoc	2
TM	Teachers' Education Assoc of Mt. Edgecumbe	3
XA	Alaska Aerospace Corporation	N
XE	Partially Exempt and Exempt Exec Branch	N
XJ	Judicial Branch	N
XL	Legislative Branch	N