

LEG. FINANCE - BILLS

1975 - 1976

506

CSSB 76 thru SB 76



RECORDS CERTIFICATION



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James O. Smith
Signature of Camera Operator

2/8/90
Date

/s/ Genie Chance
Senator Chance

/s/ Clem Tillion
Senator Tillion

/s/ Susan Sullivan HCS
Representative Sullivan CSSB

/s/ Helen Beirne (Fin)
Representative F. Beirne" 76

" FREE CONFERENCE COMMITTEE LETTER OF INTENT
FOR
FREE CONFERENCE COMMITTEE SUBSTITUTE
FOR
HCS for CSSB 76

It is the intent of the Free Conference Committee on HCS for CSSB 76 to fund the arbitrated FY 75 contract for community college instructors at the following levels:

Cost of Negotiations	\$	0
Formal Grievance Procedure		5,000
Travel		2,400
Site Visitation		5,700
Offices		10,000
Substitutes		54,600
Overloads		45,000
Summer Employment		105,000
Less than Full Time Employment		5,000
Placement and Salary Increase		659,100
Area Cost of Living		105,000
Cost of Living Escalator (6.5%)		292,900
Parking		0
Lounge		0
Continuing Education		12,900
Professional Development Leave		0
Annual Leave		66,100
Union President Released Time		2,300
	TOTAL	\$1,371,000

SENATE MEMBERS

John Rader
John Rader, Chairman

Genie Chance
Genie Chance

Clem V. Tillion
Clem V. Tillion

HOUSE MEMBERS

Jim Duncan
Jim Duncan, Chairman

Susan Sullivan
Susan Sullivan

Helen Beirne
Helen Beirne"

HCS Mr. Miller moved that the House adopt the free conference
 CSSB committee report on the above bills.

76

(P. 1)

The question being: "Shall the House adopt the free conference committee report on the above bills?" On voice vote, the report was adopted, thus adopting

PCCS FREE CONFERENCE COMMITTEE SUBSTITUTE FOR HOUSE COMMITTEE
 HCS SUBSTITUTE FOR COMMITTEE SUBSTITUTE FOR SENATE BILL NO.
 CSSB 76 (making a supplemental appropriation to the Department
 76 of Administration for state salaries; effective date).

The Chief Clerk was instructed to so notify the Senate.

CONSIDERATION OF THE DAILY CALENDAR

SECOND READING OF SENATE RESOLUTIONS

SJR SENATE JOINT RESOLUTION NO. 30 (proposed regulations to
 30 restrict the sale of handgun ammunition) was read the second time with the Commerce Committee report (page 1072 of the journal) and the Judiciary Committee report (page 1510 of the journal).

Mr. Miller moved and asked unanimous consent that SENATE JOINT RESOLUTION NO. 30 be considered engrossed, advanced to third reading and placed on final passage. There being no objection, it was so ordered, and the resolution was read the third time.

The question being: "Shall SENATE JOINT RESOLUTION NO. 30 pass the House?" The roll was taken with the following result:

Yeas: 31 Anderson, H. Beirne, M. Beirne, Bowman, Bradner, Cotten, Cowper, Davis, Duncan, Eliason, Gardiner, Gruening, Guy, Hackney, Haugen, Hersberger, Itta, McKinnon, Miller, Naughton, Ose, Osterback, Parker, Parr, Rhode, Smith, Specking, Sullivan, Swanson, Urion, Wallis.

Nays: 1 Buchholdt.

Excused: 8 Bradley, Brown, Fischer, Freeman, Huntington, Kelley, Malone, Ostrosky.

And so, SENATE JOINT RESOLUTION NO. 30 passed the House, was signed by the Speaker and the Chief Clerk and returned to the Senate.

SJR SENATE JOINT RESOLUTION NO. 37 (serial numbers on outboard
 37 motors) was read the second time with the Judiciary Committee report (page 1371 of the journal).

COMMITTEE REPORT

HOUSE

5/15/75

Mr. Speaker:

Date May 1, 1975

The Committee on FINANCE has had CSSR 76

under consideration. A Majority of the members of the Committee

() recommends it DO PASS

() recommends it DO NOT PASS

() recommends it DO PASS WITH ATTACHED AMENDMENT(S)

() recommends it BE REPLACED WITH CS FOR _____ AND THAT

CS FOR _____ DO PASS

() "and" recommends it BE REFERRED TO THE _____

COMMITTEE

() reports it back WITHOUT RECOMMENDATION

() "other"

Members signing the Majority report:

<u>[Signature]</u>	<u>[Signature]</u>	_____
<u>[Signature]</u>	<u>[Signature]</u>	_____
<u>[Signature]</u>	<u>[Signature]</u>	_____
<u>[Signature]</u>	<u>[Signature]</u>	_____

Members NOT concurring in the Majority report:

[Signature] recommends: none

_____ recommends:

_____ recommends:

_____ recommends:

_____ recommends:

[Signature] Chairman

HOUSE JOURNAL

HOUSE FINANCE COMMITTEE REPORT
HOUSE COMMITTEE SUBSTITUTE FOR COMMITTEE SUBSTITUTE FOR
SENATE BILL 76 (FINANCE)

The House Finance Committee has had Committee Substitute for Senate Bill 76 under consideration and recommends that it be replaced with House Committee Substitute for Committee Substitute for Senate Bill 76 (Finance).

HCSCSSB 76 (Finance) incorporates the appropriations contained in SB 76, SB 363, HB 439, and HB 451. The contract for community college faculty is fully funded in Section 1, except for the costs of negotiation of that contract. In Section 2, the cost of the February 16, 1965 COLA is funded for all employees at \$4,858,600 after removing a 10% vacancy factor, as well as the cost of the August 16, 1975 COLA for the University of Alaska at \$986,800, an addition to the amount contained in SB 363. Sections 3 and 4 fund salary increases for General Government contract employees and non-covered employees respectively, both according to the terms of the General Government contract less 10% vacancy. Non-covered employees include Legislative, Court System, University of Alaska, and partially exempt employees.

Hugh Malone, Chairman

Original sponsor: Rules Committee by
request of the Governor

Offered: 5/15/75
Referred: Finance

FINANCE
BY THE HEALTH, EDUCATION AND
SOCIAL SERVICES COMMITTEE

1 IN THE SENATE

2

HOUSE CS FOR CS FOR SENATE BILL NO. 76

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

NINTH LEGISLATURE - FIRST SESSION

5

A BILL

6

For an Act entitled: "An Act making a supplemental appropriation to the
Dept. of Admin. for state salaries

7

~~UNIVERSITY OF ALASKA~~; and providing for an effective

8

date."

9

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

\$1,455,500

10

* Section 1. The sum of \$1,026,700 is appropriated from the general fund
Dept. of Administration

11

to the University of Alaska for the fiscal year ~~ending June 30~~, 1975, to pay

12

the following estimated/costs of the arbitrated 1975 contract for community

13

college instructorsx.

10

* Sec. 2. \$5,845,400

11

~~Section 2~~ The sum of ~~\$4,858,600~~ is appropriated to the Department
for Fiscal Year 1975 to pay the

12

of Administration ~~for distribution to other agencies for~~ unfunded costs

13

related to salary increases, primarily the cost-of-living allowance. The
is funded

14

~~sources of this~~ appropriation ~~are~~ as follows:

15

General Fund \$4,620,300 \$5,607,100

16

Fish and Game Fund 212,400

(SB363

17

Agricultural Loan Fund 6,300

18

Veterans' Loan Fund 12,800

19

Surplus Property Reserve Account 6,400

20

Second Injury Fund 400

21

~~\$4,858,600~~ \$5,845,400

26

27

28

29

11 Sec. 3. \$4,228,400
 12 * ~~Section 1~~ The sum of ~~\$4,698,200~~ is appropriated to the Department of
 13 Administration ~~for the purpose of paying~~ the salaries of state employees
 14 covered by the general government contract settlement, ~~for fiscal year 1975.~~
 15 is funded
 16 The ~~purpose of this~~ appropriation ~~are~~ as follows:

	<u>Fiscal Year 1975</u>	
16 General Fund	\$3,973,200	\$3,576,100
17 International Airport Revenue Fund	135,300	121,300
18 Fish and Game Fund	45,100	40,500
19 Highway Working Capital Fund	15,500	13,900
20 Teachers Retirement System	10,800	9,700
21 Public Employees Retirement System	10,800	9,700
22 Agricultural Revolving Loan Fund	1,900	1,700
23 Veterans Revolving Loan Fund	19,700	17,700
24 FICA Fund Reserve Account	1,900	1,700
25 Surplus Property Account	3,500	7,600
26 Second Injury Fund	1,900	1,700
27 Sick and Disabled Fishermen's Fund	1,900	1,700
28 Donated Commodities Fee Reserve Account	1,900	1,700
29 Federal Program Receipts	465,800	<u>422,800</u>
	-\$4,698,200	<u>\$4,228,400</u>

11 Sec. 4. \$2,652,800
 12 * ~~XXXXXXXXXX~~. The sum of ~~\$2,947,600~~ is appropriated from the general
 13 fund to the Department of Administration ~~for the purpose of paying~~ the cost
 14 of salary increases for state employees not covered by any collective
 bargaining agreement~~x~~. ~~for Fiscal Year 1975:~~

Sec. 5. Notwithstanding the provisions of AS 37.07.080(e) pertaining to appropriation transfers, the division of budget and management is authorized to transfer the appropriate amounts shown in sections 1 through 4 of this Act between program categories or agencies as required for salary increase purposes.

Sec. 6. This Act takes effect immediately in accordance with AS 01.10.070(c).

Original sponsor: The Rules Committee by
request of the Governor

Offered: 4/30/75
Referred: Rules

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 CS FOR SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the
7 University of Alaska; and providing for an effective
8 date."

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

10 * Section 1. The sum of \$546,100 is appropriated from the general fund to
11 the University of Alaska for the fiscal year ending June 30, 1975, to pay the
12 following estimated costs of the arbitrated 1975 contract for community
13 college instructors:

14 Area cost-of-living differential	\$ 111,600
15 Salary increases	<u>434,500</u>
	\$ 546,100

17 * Sec. 2. This Act takes effect immediately in accordance with AS 01.10.-
18 070(c).

The Legislature of the State of Alaska
FISCAL NOTE

First Session - Ninth Legislature

REVISED

4-4-75

I. REQUEST

Bill No. Senate Bill 76
 Title: An Act Making a Supplemental Appropriation to the University of Alaska
 Requested by: Senator Bill Ray Date: February 11, 1975
 Return Date Requested: February 12, 1975
 Agency: University of Alaska Program: Post Secondary & Adult Education

II. FISCAL DETAIL

Budget Request Unit(s) Affected: All Community Colleges

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	1370.2	3213.2	3981.2	4932.6	6111.6	7572.2
200 TRAVEL	36.5	35.6	40.9	47.8	54.1	62.3
300 CONTRACTUAL	59.4	543.5	107.5	123.6	142.2	163.5
400 COMMODITIES						
500 EQUIPMENT	3.5	1.0	1.0	1.0	1.0	1.0
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.	12.9	33.5	63.5	93.5	123.5	153.5
TOTAL	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5

B. FUNDING: (Thousands of dollars)

GENERAL FUND	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	182 /	220 /	220 /	220 /	220 /	220 /
MAN MONTHS (P./T.)	1638 /	1986 /	1986 /	1986 /	1986 /	1986 /

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

Personnel in the bargaining unit are expected to increase by 38.7 in FY 76. Salaries will increase 15% plus 6.5% each year for step increases, and 1% of total salaries for fringe benefits. Other expenses will increase at 15% for inflation. Continuing Education will continue to increase at rate of 30.0 per year.

IV. ATTACHMENTS

- Summary of cost of the contract.
- Detail of the costs.

V. DATE: 4-4-75 (REVISED)

PREPARED BY: *M. Sullivan*

Original: Legislative Finance
 cc: budget and management
 Prime Sponsor (First Legislator Named)

SENATE BILL NO. 76Summary of the Cost of the Contract

<u>Cost Items</u>	<u>FY 75</u>	<u>FY 76</u>
Cost of Negotiations	27.0	14.9
Formal Grievance Procedure	23.5	45.0
Travel	2.4	7.2
Site Visitation	5.7	50.0
Offices	35.0	500.0
Substitutes	54.6	125.3
Overloads	64.4	225.0
Summer Employment	105.0	350.0
Less-than-full-time Employment	8.5	17.0
Placement and Salary Increase	659.1	1582.5*
Area Cost of Living	111.6	176.7*
Cost of Living Escalator (6.5%)	292.9	428.3*
Parking	8.0	12.0
Lounge	3.5	1.0
Continuing Education	12.9	33.5
Professional Development Leave	-0-	101.4
Annual Leave	66.1	150.0
Union President--Released Time	2.3	7.0
	<u>1482.5</u>	<u>3826.8</u>

*Based on salary increases for the year FY 75 as follows:

Placement	5.29%	March 1, 1975	6.5%
Sept. 9, 1974	4.9%	July 1, 1975	9.09% Salary
Jan. 1, 1975	5.6%		5.56% Step Increase

and 1% increase in fringe benefit cost.

4.3 Sep 1 1975 COLA 295.3
 7.9 Mar 1 1976 COLA 194.7

COST ITEMS IN THE CONTRACT

Page Item

5 1.5 Cost of Negotiations

The University has spent \$27,000 to date on negotiation expenses and expects to spend at least \$3,000 more before the end of the fiscal year. No funds available to cover these expenses.

(Project 1976 at guess of \$14.9) 27,000

9 4I Grievance and Complaint Procedure

We project 3 major grievances (\$5,000) and 5 minor grievances (\$750) plus travel. 8 grievances x 2 people for 3 days each at \$100 per day

(Project about double in 76 \$45.0) 23,500

16 6.4 Assignments Requiring Travel

FY 75--20 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents

2,400
2,400

FY 75 Total

FY 76--60 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents

7,200
7,200

FY 76 Total

16 6.5 Relocation

No change in current policy. No added cost.

17 6.6 Site Visitation

Estimated 3 courses at 3 credits each = 9 credit hours. 9 x 1/30 x 18,900 (ave. salary) =

5,670

FY 76 Project 22 courses at 3 credit hours each = 66 credit hours x 1/30 x 22,526 (ave. salary) or \$50.0

Page Item

17 6.8 Faculty Offices

The University has committed \$35,000 to be spent on Faculty offices in FY 75 35,000
In FY 76 we are requesting \$500.1 for offices. This will not provide offices for all bargaining unit members, but will satisfy part of the need.

18 6.9 Clerical Support

No change in current level of support. Increase for FY 76 are included in the budget request.

18 6.10 Substitutes

182 members of the unit, estimate an average of one week a semester absence for which a substitute is required.
12 credit hours per week x 182 x
\$25 (cost of substitute) 54,600

FY 76--221 unit members (includes anticipated increase of 39 faculty as University has projected) x 12 credit hours per week x 35 (dollar cost of substitute)
x $\frac{6.76 (1/2 \text{ of } 13 \frac{1}{2} \text{ days accrued})}{5 (5 \text{ days})}$ 125,307

19 6.11 Overloads

FY 75--30 courses x 3 credit hours x 1/30 (negotiated contract rate) x \$1.455 (FY 75 average salary) 64,363
FY 76 project at 100 courses x 3 credit hours x 1/30 x 22,526 225,260

20 7.1 Summer Employment

50 courses x 3 credit hours x 1/30 x 21,454 105,000
FY 76--150 courses x 3 x 1/30 x 22,526 = 350.0

Page Item

21 7.2 Less Than Full-time Employment
 10 persons x 3 credit hours = 30 x current
 part-time rate of \$346 per credit hour =
 \$10,380 compared to 30 x \$630 1/3 of a credit
 hour of \$630 8,520
 FY 76 full year at \$17.0

23 7.4f8 Retraining
 No cost in FY 75 or FY 76

24 8.1e
 /8.2 Placement of Personnel on Salary Schedule
 Calculations based on actual placement on the
 schedules by a committee composed of Labor
 and Management 659,100
 FY 76--Increase in salary as of 1-1-75 per
 actual placement indicated a cost of \$77,728
 per month. Using \$3,000,000 as the salary
 base for FY 75 add the \$77,728 x 9 months
 plus a 6.5% cost of living adjustment at
 3-1-75 plus 9.09% increase at 7-1-75, plus
 a step increase of 5.56% at 7-1-75 and a 1%
 increase in fringe benefits = \$1,582,520

31 8.3 Cost of Living Escalator
 FY 75--7 1/2 (est. % increase) x 9 (9 mo.
 academic year) x \$2,384 (ave. mo. salary
 includes fringe benefits) x 182 (no. of
 bargaining unit members). 292,900
 FY 76--Salary base at 7-1-75 = \$4,582.5
 plus COLA 176.7 x State projection of 9%
 = \$428.3

31 8.4 Area Cost of Living

<u>FY 75</u>	<u>Total Salaries</u>	<u>Area</u>	<u>Total</u>
<u>Community Col.</u>	<u>At 1-1-75</u>	<u>Factor</u>	
Kodiak	73,540	.142	10,300
Kuskokwim	149,732	.418	64,420
Ketchikan	138,096	.006	828
Sitka	56,484	.100	5,648
Juneau	211,320	.071	15,003
		<u>Total</u>	<u>96,199</u>

<u>Page</u>	<u>Item</u>		
31	8.4	<u>Area Cost of Living</u> - continued	
		Plus 16% fringe benefits FY 75 Total (9 months)	111,600
		FY 76--area cost of living increased to a full year 111.6 plus 23% plus 6.5% plus 9.09% plus 1% = 176.7	
	8.5	<u>Fringe Benefits</u>	
		No change.	
32	8.6a	<u>Parking</u>	
		Cost of installing parking gates, fence and maintenance for preparing the parking lot in Anchorage (estimated)	8,000
		FY 76--Project cost of maintenance and policing to be \$12.0	
	8.6c	<u>Faculty Lounge</u>	
		Cost of furnishing and equipping a faculty lounge at the Anchorage campus	3,500
		FY 76--Estimate additional 1.0 for equipment	
33	8.6e	<u>Continuing Education</u>	
		90 staff x 3 credit hours x \$30 = 8,100	
		40 dependents x 6 credit hours x \$20 = 4,800	12.9
		FY 76--Increase to full year and 25% increase to \$33.5	
	9.1	<u>Professional Development Leave</u>	
		No cost in FY 75.	
		FY 76--9 bargaining unit members x \$22,526 (ave. salary) x 1/2 (receive up to 1/2 salary)=	101,367
37	9.3	<u>Annual Leave</u>	
		Salary level 3,347,100 x 25% of annual rate of 7.9%	66,105
		FY 76--Increase to full year plus salary increases \$150.0	

Page Item:

38 10.3 Checkoff

Cost of deducting and remitting dues is being absorbed within the payroll and accounting office.

39 10.6 Released Time

Union President 1/5 annual salary and benefits 18,135 + 16% + 7.9% (accrued leave) .
22,698/ 1/10

2.3

FY 76--Union President 1/5 annual salary and benefits 3,114 x 9 months x 1.17
fringe benefits x 7.9% (accrued leave)/ 1/5
= 7,076

SB 76 The Finance Committee has had SENATE BILL NO. 76 (supplemental appropriation to the University of Alaska) under consideration, and the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 76 and reports the committee substitute back as follows: Senator Ray, Chairman, and Senators Butrovich and Sackett signed "Do pass"; Senators Rader, Hohman, Chance and Poland signed "no recommendation."

SENATE BILL NO. 76 was referred to the Rules Committee.

The Finance Committee's letter of intent follows:

"SENATE FINANCE COMMITTEE REPORT

FOR CSSB 76

The Senate Finance Committee has approved FY 75 supplemental funding for salary increases and area cost-of-living differentials included in the University of Alaska Community College Faculty Contract. The amounts appropriated are based upon estimates that were developed by the Alaska Community Colleges' Federation of Teachers.

The following sections of the contract describe the effect of this committee substitute upon the union and university:

"13.4 Saving Clause

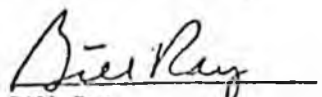
.....
In the event of any such court or administrative decision or in the event of failure of the legislature to appropriate money or enact legislation as expressly contemplated herein, the parties agree that, upon written request by either party, the parties shall promptly reopen this agreement for the specific and limited purpose of negotiating language to deal with

the application ruled invalid or not appropriated or not enacted or to replace the provisions ruled invalid. If this agreement is so reopened, all the remaining terms shall remain in effect. The written request shall state what provisions or applications were invalidated upon which it is proposed to negotiate, the substance of the rights affected, and the substance of the proposed amended provisions.

If the parties are unable to agree on the proposed amendments, then the matter at issue shall be submitted to mediation, and if the parties are thereafter unable to agree, the matter shall then proceed to arbitration in the manner provided by Step 3 of the grievance procedure.

13.5 Legislative Appropriation

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation, by amendment of law or by providing additional funds therefor, shall not become effective until the appropriate legislative body has given approval."


Bill Ray
Chairman
Senate Finance Committee"

SB
76

January 28, 1975

CSSB 76

The Honorable Chancy Croft
President of the Senate
Alaska State Legislature
Juneau, Alaska 99811

Dear Mr. President:

Pursuant to the Uniform Rules of the Legislature, I am transmitting a bill making a supplemental appropriation to the University of Alaska for \$900,000. This amount is requested to pay the estimated cost of the arbitrated 1975 contract for community college instructors. The bill itself contains a breakdown of the total amount appropriated by category and by amount.

Sincerely,

Jay S. Hammond
Governor

REACTION: The University position is inaccurate and unclear. The Labor-Management Committee (provided for in the contract) has to date received at least 14 notices of "University intent not to rehire for FY 76". Retraining of those individuals as provided for in the contract is apparently viewed by the University as a no-cost item.

UNION PROPOSAL: Assuming that the University intends to fulfill its contractual obligations regarding re-training of faculty sent notices of "intent not to rehire" the Union raises no objection at this time.

REACTION: Union agrees with sentence one. However, cost analysis is erroneous. Our basis is taken from the calculated figures of the Union-University Salary Placement Committee.

UNION PROPOSAL:

FY 75--Sept. 1, 1974--June 30, 1975 (and includes the 16% fringe benefit cost)

FY 75 TOTAL

\$624,042 *

FY 76--July 1, 1975--June 30, 1976 (and includes the 16% fringe benefit cost) *

FY 76 TOTAL

\$4,976,246 *

*note: The FY 76 figures includes the estimated 39 new hires projected by the University.

* Figures worked up from the Union-University Salary Placement Committee study indicate that salary increases from Sept. 1, 1974 through Dec. 31, 1974 total \$125,924. Increases from January 1, 1975 through June 30, 1975 total \$412,044. These figures are added, and then increased by 16% to reflect the cost of fringe benefits. Thus the total salary INCREASE for FY 1975 is \$624,042.

** Assuming one vertical increment and no horizontal movement per bargaining unit member, the average projected salary for a unit member in FY 1976, including fringe benefits, is \$22,526. Mullinger's University figures project 221 unit members for FY 1976. Multiplying these two we get \$22,526 X 221=\$4,973,246 as the total cost for bargaining unit member salaries for FY 1976.

SENATE BILL NO. 76

SUPPORTING DETAIL

<u>COST ITEMS</u>	<u>FY 75</u>	<u>FY 76</u>	<u>INCREASE ELEMENT</u>
Cost of negotiations	14.9	14.9	
Formal Grievance Procedures	70.0	105.0	Best estimate
Travel	1.7	5.1	Full year
Site visitation	5.7	17.1	Full year
Offices	35.0	35.0	Pledged expenditures
Substitutes	54.6	136.5	Full year
Overloads	56.7	125.0	Full year
Summer employment	-0-	56.7	30 courses X 3 credit hours X average salary \$630
Less than full-time employment	8.5	17.0	Full year
Placement	189.6	189.6	
Salary Increase	376.8	492.5	Full year
Area cost of living	109.2	109.2	
Parking	8.0	12.0	Normal cost of maintenance and police
Lounge	3.5	1.0	Additional equipment
Continuing education	12.9	33.5	Full year plus estimated increase
Professional leave	-0-	98.7	9 persons at half salary of \$18,000 plus 16%
Annual leave	66.1	150.0	Full year plus increase
President of union release time	2.3	4.6	Full year
FY 75	<u>1,015.5</u>	<u>1,603.4</u>	
FY 76 SALARY ADJUSTMENT*		251.4	
		<u>1,854.8</u>	

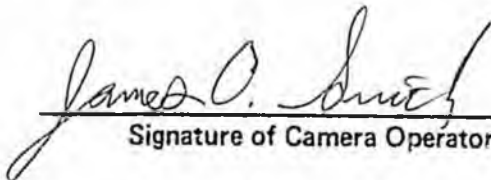
*Salary items increase by 9.7% for 1-1-76 increase, 6.5% step increase and 1% increase in fringe benefits on total salaries as adjusted.

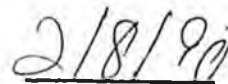


RECORDS CERTIFICATION



I, the undersigned, an employee of the State of Alaska, do hereby certify that the microfilm images on this microform are accurate reproductions of the original records of the State of Alaska as accumulated during the regular course of business, and that it is the established policy and practice of this State to microfilm its records and to dispose of the original records after microfilm reproductions have been made.


Signature of Camera Operator


Date

COMMITTEE REPORT

2/11/75

SENATE

Mr. President:

Date _____

The Committee on FINANCE has had SB 75 supplemental approp. to the University of Alaska

under consideration. A Majority of the members of the Committee

() recommends it DO PASS

() recommends it DO NOT PASS

() recommends it DO PASS WITH ATTACHED AMENDMENT(S)

recommends it BE REPLACED WITH CS FOR SB 76 AND THAT

CS FOR SB 76 ~~DO PASS.~~ BE REPORTED OUT WITH INDIVIDUAL RECOMMENDATIONS

() "and" recommends it BE REFERRED TO THE

COMMITTEE

() reports it back WITHOUT RECOMMENDATION

() "other"

Members signing the Majority report:

Members NOT concurring in the Majority report:

_____ recommends:
_____ recommends:
_____ recommends:
_____ recommends:
_____ recommends:

_____ Chairman

Genie Chance
Senator Chance

Susan Sullivan
Representative Sullivan

Clem Tillion
Senator Tillion

Helen Beirne
Representative H. Beirne

HCS
CSSB
76
(Fin)

The Free Conference Committee Letter of Intent follows:

"FREE CONFERENCE COMMITTEE LETTER OF INTENT
FOR
FREE CONFERENCE COMMITTEE SUBSTITUTE
FOR
HCS for CSSB 76

It is the intent of the Free Conference Committee on HCS for CSSB 76 to fund the arbitrated FY 75 contract for community college instructors at the following levels:

Cost of Negotiations	\$	0
Formal Grievance Procedure		5,000
Travel		2,400
Site Visitation		5,700
Offices		10,000
Substitutes		54,600
Overloads		45,000
Summer Employment		105,000
Less than Full Time Employment		5,000
Placement and Salary Increase		659,100
Area Cost of Living		105,000
Cost of Living Escalator (6.5%)		292,900
Parking		0
Lounge		0
Continuing Education		12,900
Professional Development Leave		0
Annual Leave		66,100
Union President Released Time		2,300
	TOTAL	\$1,371,000

SENATE MEMBERS

HOUSE MEMBERS

John Rader
John Rader, Chairman

Jim Duncan
Jim Duncan, Chairman

Genie Chance
Genie Chance

Susan Sullivan
Susan Sullivan

Clem V. Tillion
Clem V. Tillion

Helen Beirne
Helen Beirne

Senator Kerttula moved and asked unanimous consent that Senate action on the above Free Conference Committee report be deferred to a later time. Without objection, it was so ordered.

INTRODUCTION AND REFERENCE OF SENATE BILLSSB
465

SENATE BILL NO. 465 by Senator Huber, entitled:

"An Act relating to the ferry transportation Act; and providing for an effective date."

was read the first time and referred to the State Affairs Committee and the Finance Committee.

SB
466

SENATE BILL NO. 466 by Senator Huber, entitled:

"An Act relating to attorney fees in workmen's compensation and malpractice actions."

was read the first time and referred to the Judiciary Committee.

Senator Kerttula moved and asked unanimous consent that the Senate recess to a call of the Chair for Democratic caucus. Without objection, the Senate recessed at 10:18 a.m.

AFTER RECESS

The Senate reconvened at 12:10 p.m.

Senator Kerttula moved and asked unanimous consent that the Senate recess until 1:30 p.m. Without objection the Senate recessed at 12:11 p.m.

AFTER RECESS

The Senate reconvened at 2:46 p.m.

CSHB Senator Miller requested that the reconsideration of COM-
488 MITTEE SUBSTITUTE FOR HOUSE BILL NO. 488 be taken up at
am S this time.

HOUSE BILLS IN THIRD READING

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 488 amended by the Senate (election campaigns) was read the third time.

Senator Miller moved and asked unanimous consent that the bill be referred to the State Affairs Committee. There being no objection, it was so ordered.

Original sponsor: The Rules Committee by
request of the Governor

Offered: 4/30/75
Referred: Rules

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 CS FOR SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the
7 University of Alaska; and providing for an effective
8 date."

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

10 * Section 1. The sum of \$546,100 is appropriated from the general fund to
11 the University of Alaska for the fiscal year ending June 30, 1975, to pay the
12 following estimated costs of the arbitrated 1975 contract for community
13 college instructors:

14 Area cost-of-living differential	\$ 111,600
15 Salary increases	<u>434,500</u>
	\$ 546,100

16
17 * Sec. 2. This Act takes effect immediately in accordance with AS 01.10.-
18 070(c).

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Original sponsor: Rules Committee by
request of the Governor

Offered: 5/29/75
For Today's Calendar

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 HOUSE CS FOR CS FOR SENATE BILL NO. 76 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the
7 Department of Administration for state salaries; and
8 providing for an effective date."

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

10 * Section 1. The sum of \$1,455,500 is appropriated from the general fund
11 to the Department of Administration for fiscal year 1975, to pay the esti-
12 mated full costs of the arbitrated 1975 contract for community college
13 instructors.

14 * Sec. 2. The sum of \$5,845,400 is appropriated to the Department of
15 Administration for fiscal year 1975 to pay the unfunded costs related to
16 salary increases, primarily the cost-of-living allowance. The appropriation
17 is funded as follows:

18	General Fund	\$5,607,100
19	Fish and Game Fund	212,400
20	Agricultural Loan Fund	6,300
21	Veterans' Loan Fund	12,800
22	Surplus Property Reserve Account	6,400
23	Second Injury Fund	<u>400</u>
24		\$5,845,400

25 * Sec. 3. The sum of \$4,228,400 is appropriated to the Department of
26 Administration for fiscal year 1975 to pay the salaries of state employees
27 covered by the general government contract settlement. The appropriation is
28 funded as follows:

29 Fiscal Year 1975

1	General Fund	\$3,576,100
2	International Airport Revenue Fund	121,800
3	Fish and Game Fund	40,600
4	Highway Working Capital Fund	13,900
5	Teachers' Retirement System	9,700
6	Public Employees' Retirement System	9,700
7	Agricultural Revolving Loan Fund	1,700
8	Veterans' Revolving Loan Fund	17,700
9	FICA Fund Reserve Account	1,700
10	Surplus Property Account	7,600
11	Second Injury Fund	1,700
12	Sick and Disabled Fishermen's Fund	1,700
13	Donated Commodities Fee Reserve Account	1,700
14	Federal Program Receipts	<u>422,800</u>
15		\$4,228,400

16 * Sec. 4. The sum of \$2,652,800 is appropriated from the general fund to
17 the Department of Administration for fiscal year 1975 to pay the cost of
18 salary increases for state employees not covered by any collective bargaining
19 agreement.

20 * Sec. 5. Notwithstanding the provisions of AS 37.07.080(e) pertaining to
21 appropriation transfers, the division of budget and management is authorized
22 to transfer the appropriate amounts shown in secs. 1 - 4 of this Act between
23 program categories or agencies as required for salary increase purposes.

24 * Sec. 6. This Act takes effect immediately in accordance with AS 01.10.-
25 070(c).

SCR and Senators Butrovich and Sackett signed "no recommenda-
19 tion"; Senators Chance and Hohman signed "Do pass."

SENATE CONCURRENT RESOLUTION NO. 19 was referred to the Rules Committee.

CSHB The Finance Committee has had COMMITTEE SUBSTITUTE FOR
279 HOUSE BILL NO. 279 amended (supplemental appropriation for
am the Capital Site Selection Committee) under consideration,
and reports it back as follows: Senator Ray, Chairman,
signed "Do Pass"; Senators Chance and Hohman signed "no
recommendation"; Senators Butrovich and Sackett signed
"Do not pass."

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 279 amended was referred to the Rules Committee.

SB The Finance Committee has had SENATE BILL NO. 76 (supple-
76 mental appropriation to the University of Alaska) under
consideration, and the committee recommends it be replaced
with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 76 and
reports the committee substitute back as follows: Senator
Ray, Chairman, and Senators Butrovich and Sackett signed
"Do pass"; Senators Rader, Hohman, Chance and Poland
signed "no recommendation."

SENATE BILL NO. 76 was referred to the Rules Committee.

The Finance Committee's letter of intent follows:

"SENATE FINANCE COMMITTEE REPORT
FOR CSSB 76

The Senate Finance Committee has approved FY 75 supplemental funding for salary increases and area cost-of-living differentials included in the University of Alaska Community College Faculty Contract. The amounts appropriated are based upon estimates that were developed by the Alaska Community Colleges' Federation of Teachers.

The following sections of the contract describe the effect of this committee substitute upon the union and university:

"13.4 Saving Clause

.

In the event of any such court or administrative decision or in the event of failure of the legislature to appropriate money or enact legislation as expressly contemplated herein, the parties agree that, upon written request by either party, the parties shall promptly reopen this agreement for the specific and limited purpose of negotiating language to deal with

STANDING COMMITTEE REPORTS

The Finance Committee has had SENATE BILL NO. 181 (loans for the construction of hatchery facilities) under consideration, and a majority of the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 181, entitled:

SB
181

"An Act relating to loans for the construction of hatchery facilities; and providing for an effective date."

and reports it back as follows: Senator Ray, Chairman, and Senators Butrovich, Rader and Poland signed "do pass"; Senators Sackett, Hohman and Chance signed "no recommendation."

SENATE BILL NO. 181 was referred to the Rules Committee.

The Finance Committee has had COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 251 (supplemental appropriation to the Department of Health and Social Services) under consideration, and the committee recommends it do pass. The report was signed by Senator Ray, Chairman, and concurred in by Senators Butrovich, Sackett, Hohman, Chance, Rader and Poland.

CSHB
251

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 251 was referred to the Rules Committee.

The Finance Committee has had SENATE CONCURRENT RESOLUTION NO. 17 (peace officer training programs related to treatment of rape victims) under consideration, and recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE CONCURRENT RESOLUTION NO. 17,

SCR
17

Relating to peace officer training programs related to treatment of rape victims,

and reports it back as follows: Senator Ray, Chairman, and Senators Butrovich and Sackett signed "no recommendation"; Senators Chance and Hohman signed "do pass."

SENATE CONCURRENT RESOLUTION NO. 17 was referred to the Rules Committee.

The Finance Committee has had SENATE CONCURRENT RESOLUTION NO. 19 (special investigative units for cases involving sexual offenses) under consideration, and the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE CONCURRENT RESOLUTION NO. 19,

SCR
19

Relating to special investigative units for cases involving sexual offenses,

and reports it back as follows: Senator Ray, Chairman,

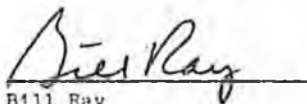
the application ruled invalid or not appropriated or not enacted or to replace the provisions ruled invalid. If this agreement is so reopened, all the remaining terms shall remain in effect. The written request shall state what provisions or applications were invalidated upon which it is proposed to negotiate, the substance of the rights affected, and the substance of the proposed amended provisions.

SB
76

If the parties are unable to agree on the proposed amendments, then the matter at issue shall be submitted to mediation, and if the parties are thereafter unable to agree, the matter shall then proceed to arbitration in the manner provided by Step 3 of the grievance procedure.

13.5 Legislative Appropriation

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation, by amendment of law or by providing additional funds therefor, shall not become effective until the appropriate legislative body has given approval."



Bill Ray
Chairman
Senate Finance Committee"

The Finance Committee has had SENATE BILL NO. 195 (coverage of correctional officers under Public Employees' Retirement System) under consideration, and the committee recommends it do pass. The report was signed by Senator Ray, Chairman, and concurred in by Senators Butrovich, Sackett, Hohman, Chance, Rader and Poland.

SB
195

SENATE BILL NO. 195 was referred to the Rules Committee.

The Resources Committee has had HOUSE CONCURRENT RESOLUTION NO. 31 (proposed trans-Alaska gas pipeline) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rader, Rodey, Huber, Orsini, Meland and Butrovich.

HCR
31

HOUSE CONCURRENT RESOLUTION NO. 31 was referred to the Rules Committee.

The Resources Committee has had HOUSE BILL NO. 151 (log brands) under consideration, and reports it back as follows: Senator Poland, Chairman, and Senators Rodey and Orsini signed "Do pass"; Senators Huber, Meland and Butrovich signed "no recommendation."

HB
151

HOUSE BILL NO. 151 was referred to the Rules Committee.

SB 315 The Resources Committee has had SENATE BILL NO. 315 (creating a special fish and game prosecutor) under consideration, and a majority of the committee recommends it do pass. Senators Rodey, Huber and Meland signed the majority report. Senator Poland, Chairman, signed "no recommendation." Senator Orsini signed "Do not pass."

SENATE BILL NO. 315 was referred to the Finance Committee.

SB 316 The Resources Committee has had SENATE BILL NO. 316 (special appropriation for the special prosecutor for fish and game matters) under consideration, and the committee reports it back as follows: Senator Poland, Chairman, and Senators Orsini and Meland signed "no recommendation." Senators Rodey and Huber signed "Do pass."

SENATE BILL NO. 316 was referred to the Finance Committee.

Senator Orsini moved and asked unanimous consent that his recommendation on SENATE BILL NO. 316 be changed to "Do pass if amended." Without objection, it was so ordered.

HB 257 The Resources Committee has had HOUSE BILL NO. 257 (special appropriation to the Gas Pipeline Impact Committee) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rodey, Huber, Orsini and Meland.

HOUSE BILL NO. 257 was referred to the Finance Committee.

CSHB 258 am The Resources Committee has had COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 258 amended (creating the Gas Pipeline Impact Committee) under consideration, and the committee recommends it do pass. The report was signed by Senator Poland, Chairman, and concurred in by Senators Rodey, Huber, Orsini and Meland.

COMMITTEE SUBSTITUTE FOR HOUSE BILL NO. 258 amended was referred to the Finance Committee.

SB 382 The Community and Regional Affairs Committee has had SENATE BILL NO. 382 (state aid to local governments) under consideration, and the committee recommends it do pass. The report was signed by Senator Rodey, Chairman, and concurred in by Senators Willis and Bradley.

SENATE BILL NO. 382 was referred to the Finance Committee.

HB 302 am The Community and Regional Affairs Committee has had HOUSE BILL NO. 302 amended (revenue sharing for road maintenance) under consideration, and the committee recommends it do pass. The report was signed by Senator Rodey, Chairman, and concurred in by Senators Willis and Bradley.

SB
76

The Finance Committee has had SENATE BILL NO. 76 (supplemental appropriation to the University of Alaska) under consideration, and the committee recommends it be replaced with COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 76 and reports the committee substitute back as follows: Senator Ray, Chairman, and Senators Butrovich and Sackett signed "Do pass"; Senators Rader, Hohman, Chance and Poland signed "no recommendation."

SENATE BILL NO. 76 was referred to the Rules Committee.

The Finance Committee's letter of intent follows:

"SENATE FINANCE COMMITTEE REPORT

FOR CSSB 76

The Senate Finance Committee has approved FY 75 supplemental funding for salary increases and area cost-of-living differentials included in the University of Alaska Community College Faculty Contract. The amounts appropriated are based upon estimates that were developed by the Alaska Community Colleges' Federation of Teachers.

The following sections of the contract describe the effect of this committee substitute upon the union and university:

"13.4 Saving Clause

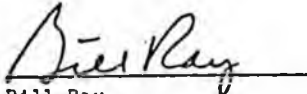
.....
In the event of any such court or administrative decision or in the event of failure of the legislature to appropriate money or enact legislation as expressly contemplated herein, the parties agree that, upon written request by either party, the parties shall promptly reopen this agreement for the specific and limited purpose of negotiating language to deal with

the application ruled invalid or not appropriated or not enacted or to replace the provisions ruled invalid. If this agreement is so reopened, all the remaining terms shall remain in effect. The written request shall state what provisions or applications were invalidated upon which it is proposed to negotiate, the substance of the rights affected, and the substance of the proposed amended provisions.

If the parties are unable to agree on the proposed amendments, then the matter at issue shall be submitted to mediation, and if the parties are thereafter unable to agree, the matter shall then proceed to arbitration in the manner provided by Step 3 of the grievance procedure.

13.5 Legislative Appropriation

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation, by amendment of law or by providing additional funds therefor, shall not become effective until the appropriate legislative body has given approval."


Bill Ray
Chairman
Senate Finance Committee"

SB
76

REACTION: The University position is inaccurate and unclear. The Labor-Management Committee (provided for in the contract) has to date received at least 14 notices of "University intent not to rehire for FY 76". Retraining of these individuals as provided for in the contract is apparently viewed by the University as a no-cost item.

UNION PROPOSAL: Assuming that the University intends to fulfill its contractual obligations regarding retraining of faculty sent notices of "intent not to rehire" the Union raises no objection at this time.

REACTION: Union agrees with sentence one. However, cost analysis is erroneous. Our basis is taken from the calculated figures of the Union-University Salary Placement Committee.

UNION PROPOSAL:

FY 75--Sept. 1, 1974--June 30, 1975 (and includes the 16% fringe benefit cost)

FY 75 TOTAL

\$624,042 *

FY 76--July 1, 1975--June 30, 1976 (and includes the 16% fringe benefit cost) *

FY 76 TOTAL

\$4,976,216 *

*note: The FY 76 figures includes the estimated 59 new hires projected by the University.

- * Figures worked up from the Union-University Salary Placement Committee study indicate that salary increases from Sept. 1, 1974 through Dec. 31, 1974 total \$125,924. Increases from January 1, 1975 through June 30, 1975 total \$412,044. These figures are added, and then increased by 16% to reflect the cost of fringe benefits. Thus the total salary INCREASE for FY 1975 is \$624,042.
- ** Assuming one vertical increment and no horizontal movement per bargaining unit member, the average projected salary for a unit member in FY 1976, including fringe benefits, is \$22,526. Mullinger's University figures project 221 unit members for FY 1976. Multiplying these two we get \$22,526 X 221=\$4,976,246 as the total cost for bargaining unit member salaries for FY 1976.

SENATE BILL NO. 76

SUPPORTING DETAIL

<u>COST ITEMS</u>	<u>FY 75</u>	<u>FY 76</u>	<u>INCREASE ELEMENT</u>
Cost of negotiations	14.9	14.9	
Formal Grievance Procedures	70.0	105.0	Best estimate
Travel	1.7	5.1	Full year
Site visitation	5.7	17.1	Full year
Offices	35.0	35.0	Pledged expenditures
Substitutes	54.6	136.5	Full year
Overloads	56.7	125.0	Full year
Summer employment	-0-	56.7	30 courses X 3 credit hours X average salary \$630
Less than full-time employment	8.5	17.0	Full year
Placement	189.6	189.6	
Salary Increase	376.8	492.5	Full year
Area cost of living	109.2	109.2	
Parking	8.0	12.0	Normal cost of maintenance and police
Lounge	3.5	1.0	Additional equipment
Continuing education	12.9	33.5	Full year plus estimated increase
Professional leave	-0-	98.7	9 persons at half salary of \$18,000 plus 16%
Annual leave	66.1	150.0	Full year plus increase
President of union release time	2.3	4.6	Full year
FY 75	<u>1,015.5</u>	<u>1,603.4</u>	
FY 76 SALARY ADJUSTMENT*		251.4	
		<u>1,854.8</u>	

*Salary items increase by 9.7% for 1-1-76 increase, 6.5% step increase and 1% increase in fringe benefits on total salaries as adjusted.

*Return to Lois Sturgis
Sen. Fin. Comm.*

Introduced: 1/28/75
Referred: Health, Education
and Social Services and
Finance

1 IN THE SENATE

Senate Fin CS

BY THE RULES COMMITTEE BY
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINETH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the
7 University of Alaska; and providing for an effective
8 date."

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

10 * Section 1. The sum of ~~\$900,000~~^{546,100} is appropriated from the general fund
11 to the University of Alaska for the fiscal year ending June 30, 1975, to
12 pay the following estimated costs of the arbitrated 1975 contract for
13 community college instructors:

14	Substitute pay	\$	5,000
15	Special assignments		5,000
16	Overload contract		50,000
17	Mileage between teaching locations		1,500
18	Office space		35,000
19	Area cost-of-living differential		285,500 111,600
20	Reserved parking		10,000
21	Continuing education, spouse and children		12,000
22	Salary increases		500,000 434,500
23	Cost-of-living increases		98,000
24			<hr/> \$ 900,000 546,100

25 * Sec. 2. This Act takes effect immediately in accordance with AS 01.-
26 10.070(c).

March 14, 1975

ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL CIO

2546 PROVIDENCE DRIVE ANCHORAGE, ALASKA 99503

Senate Members
Alaska Senate Finance Committee
Pouch V
Juneau, Alaska 99801

Dear Senators:

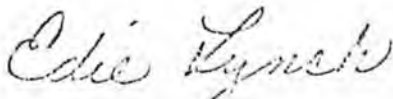
Alaska Community Colleges' Federation of Teachers wish to thank you for this opportunity to present our suggestions for revisions to Senate Bill No. 76. We feel that our calculations are more broadly based in fact than those of the University administration (Hullinger report: Supporting Detail, Feb. 28), and we hope that our figures because they are fairly well refined, will be useful to you in computing actual dollar appropriations. In our attached report each contract cost is itemized adjacent to the University projected cost so that differentials can easily be identified.

We have attempted to present both the data bases from which our figures were abstracted, and an outline of the computations themselves, in an effort to assist you in understanding the motivation behind our proposals. Copies of supportive data are enclosed.

Because of financial problems which have occurred within the University in the past, we suggest that funds appropriated in this bill be earmarked strictly for expenditure within the Alaska community college bargaining unit. Any transferability provisions should be limited, and preferably limited explicitly to a particular community college.

We would be happy to make ourselves available in Juneau to present this information and explain it to the Finance Committee, if you would so desire. As much advance notice as possible would be greatly appreciated, but we can probably be present on 48 hour notice. Please feel free to call any of us at any time to provide any explanations which would be helpful to you.

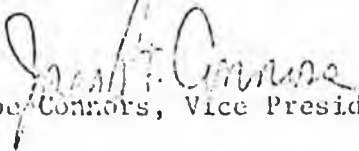
Again, thank you for this opportunity to present our suggestions. We hope you find them helpful.



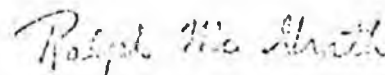
Edie Lynch, President, ACCFT Local 2404



Clark Corbridge, ACCFT Chief Negotiator



Joe Connors, Vice President, ACCFT



Ralph Mc Grath, ACCFT Negotiator

Attached:

Office Need Survey (Pond Report)
Summer Session Study (Connors Report)

SENATE BILL NO. 76

ALASKA COMMUNITY COLLEGES' FEDERATION OF TEACHERS

COST ANALYSIS

<u>COST ITEM</u>	<u>UNION</u> <u>FY 75</u>	<u>UNIV.</u> <u>FY 75</u>	<u>UNION</u> <u>FY 76</u>	<u>UNIV.</u> <u>FY 76</u>
Cost of negotiations	0.0	10.9	11.6	11.9
Formal Grievance Procedures	91.0	70.0	18.0	105.0 *
Travel	2.4	1.7	7.2	5.1
Relocation	0.0	0.0	0.0	0.0
Site Visitation	5.7	5.7	*103.0	17.1
Offices	516.0	25.0	234.0	35.0
Clerical Support	0.0	0.0	43.2	0.0
Substitutes (ACCUMULATED LEAVE)	51.5	51.5	125.3	156.5
Overloads	44.4	56.7	459.5	125.0
Summer Employment	472.0	0.0	1,086.7	56.7
Less than Full Time Employed	8.5	8.5	0.0	17.0
Retraining	0.0	0.0	0.0	0.0
Placement & Salary Increase	659.1	541.1	0,978.2 ##	682.1
Area Cost of Living	113.0	109.2	135.5	109.2
Fringe Benefits	0.0	0.0	0.0	0.0
Parking	0.0	8.0	0.0	12.0
Lounge	3.5	3.5	1.0	1.0
Continuing Education	0.0	12.9	0.0	30.5
Professional Leave	0.0	0.0	101.4	98.7
Annual Leave	325.4	66.1	374.8	159.0
Checkoff	0.0	0.0	0.0	0.0
Union President Release	2.1	2.3	6.5	4.6
FY 76 Univ. Salary Adjustment				251.4
Cost of Living Escalator	892.9	*	995.7	*
TOTALS	3,000.0	1,031.2	3,000.0 ##	1,850.8 *
	<u>UNION</u> <u>FY 75</u>	<u>UNIV.</u> <u>FY 75</u>	<u>UNION</u> <u>FY 76</u>	<u>UNIV.</u> <u>FY 76</u>

* The University made no projection for the Cost of Living Escalator and the Union estimate is based on a 7 1/2 % for FY 75 and 8% for FY 76.

The Union figure cited here is the TOTAL COST for bargaining unit member salaries for FY 76. (or is included in the final totals for FY 76.)

5 1.5 Cost of Negotiations UNION ESTIMATE

REACTION: The Union does not feel the University projected cost of 14,900 is accurate or justified. Since 80% of the bargaining unit members are from Anchorage and the contract calls for negotiations to be held in Anchorage it seems inappropriate that " 3 persons traveling from outside Anchorage have to fly in 30 times". Selection of Anchorage negotiators and negotiation sessions of a longer duration would alleviate much of this administrative cost. The costs cited are purely administrative.

UNION PROPOSAL:

That 2 of the 3 University negotiators be from the Anchorage area and that no more than 10 trips are needed for outside travel. Therefore:

FY 75--No cost, negotiations are over with.		
FY 76--One University negotiator travel from outside Anchorage making	FY 75 TOTAL	0
10 trips @ average cost \$110 per trip		\$ 1,100
Lodging and meals in Anchorage \$50 per day X 30 days		1,500
Cost for 3 Union negotiators substitute teacher (Provided for in the contract)		
3 (negotiators) X 100 (sub. pay) X 30 (days)		9,000
Cost for 3 University negotiators should be absorbed as part of their contractual agreement. We calculate that this would be in excess of 13,800.		
	FY 76 TOTAL	11,600

7 4 Grievance and Complaint Procedure UNION ESTIMATE

REACTION: The contract states that the University-Union objective is "to encourage the prompt and informal resolution of complaints . . ." and thus we find University costs to be excessive--their costs suggest that grievances always go to the final remedy of arbitration. Interestingly, the University's projected cost of \$70,000 is in excess of the total monies that will be collected by the Union for its entire operating costs during the life of the contract!

UNION PROPOSAL:

FY 75--One major grievance @ \$5,000		\$ 5,000
Five minor grievances @ \$750		3,750
Travel \$250		250
	FY 75 TOTAL	9,000
FY 76--Two major grievances @ \$5,000		\$ 10,000
10 minor grievances @ 750		7,500
Travel \$500		500
	FY 76 TOTAL	18,000

REACTION: The University management will control this cost by their assignment of bargaining unit members to travel. However, traveling 25 times is unrealistic in view of the 15 week semester with classes meeting 3 Xs a week. Correct figures should be at least 30 trips per bargaining unit members.

The majority of travel will be done in Anchorage and between ACC and the military base campuses at Ft. Richardson and Elmendorf. Thus the average round trip is between 20-30 miles. We use 25 as the realistic average miles and not 9. Also we note that the University is currently paying 16 cents a mile and not 14 as they cite.

UNION PROPOSAL:

FY 75--20 unit members traveling 30 times at an estimated distance of 25 miles X 16 cents	2,400
FY 75 TOTAL	2,400

FY 76--10 unit members traveling 30 times at an estimated distance of 25 miles X 16 cents	7,200
FY 76 TOTAL	7,200

16 6.5 Relocation UNION ESTIMATE

REACTION: Union supports the University analysis

UNION PROPOSAL:

FY 75--no cost	FY 75 TOTAL	0
FY 76--no cost	FY 76 TOTAL	0

REACTION: Again the University management will control this cost by their assignment of bargaining unit members to office visitation. To adequately service the needs of visiting communities we recommend 48 such courses (average of one for every four unit members).

UNION PROPOSAL:

FY 75--Union accepts the University cost	5,670
	FY 75 TOTAL 5,670
FY 76--Estimate 48 courses @ 3 credits each = 144 credit hours.	
144 X 1/30 X 21,454 (ave. salary) =	102,960
	FY 76 TOTAL 102,960

* note: Union average salary figure is set at 21,454 not 18,900 as the University projects. Our figures are based on Salary Placement report and are precise.

17

6.3

Faculty Offices--UNION ESTIMATE

REACTION: Contract language provides that "where space and building design permit, the University will provide every bargaining unit member with a secure office. . . . The University agrees to request and spend funds as provided by the legislature for the provision of additional secure offices for all bargaining unit members." Based on the Union's study of office needs (see attached Bond Report) the following costs are projected:

FY 75--Union cost is an additional \$233,100 above the University already spent \$25,000.	233,100
	FY 75 TOTAL 233,100
FY 76--Cost of an additional 39 offices based on University projected increase of 39 new faculty hires. (39 X \$1,764 estm.)	68,796
	FY 76 TOTAL 68,796

18

6.9

Clerical Support UNION PROPOSAL

REACTION: Based on the University's statement we assume that the University does not need additional funds for clerical support and is adhering to the contract language "providing clerical support at the rate of approximately one for every ten unit members". However for FY 76 an increase of 39 faculty means an additional 4 clerical support staff to maintain 10-1.

FY 75--Union accepts University no cost position	0
	FY 75 TOTAL 0
FY 76--Add 4 clerical staff @ 10,000 plus 8% fringe benefits.	
	FY 76 TOTAL 43,200

18 6.10 Substitution UNION PROPOSAL

REACTION: Current University policy allows for accrual of 1 1/2 days per month per faculty member or 18 1/2 days per academic year (9mo.) The University cost is inadequate as it assumes that the average bargaining unit member will not use more than 74% of his/her accrued sick leave (ie 10 days divided by 13 1/2 = 74%) Union also feels that \$25.00 per hour paid to substitute is insufficient based on hours spent in preparation for teaching. Therefore we recommend \$35.00.

UNION RESPONSE:

FY 75—Union accepts University cost analysis but suggest it be audited at end of this fiscal year. FY 75 TOTAL 54,600

FY 76—222 unit members (includes anticipated increase of 22 faculty as University has projected) X 18 credit hours per week
 X \$35 (union cost of substitute)
 X $\frac{10}{13.5}$ (74% of 13 1/2 days accrued)
 = 5 (5 days)
FY 76 TOTAL 321,307

19 6.10 Overloads UNION PROPOSAL

REACTION: The University statement of 30 courses for FY 75 is totally inconsistent with the prior practice clause of the negotiater contract and is inconsistent with past offerings of overloads. Since most academic faculty are on 9 month contracts this would greatly affect the community colleges' summer sessions since they are offered on the calendar basis. Funding of this is critical in both 75 and 76. Univ. error in cost.

UNION PROPOSAL:

FY 75—30 courses X 3 credit hours X 1/30 (negotiated contract rate) X 21,475 (FY 75 average salary)
FY 75 TOTAL 64,363

FY 76—Union proposal = more realistic need for 20% courses per week (in aid to self-support annual rise 7%)
 200 courses X 3 cr. hrs. X 1/30 (negotiated contract rate) X 22,525 (FY 76 average salary)
FY 76 TOTAL 450,534

Summer Employment- UNION PROPOSAL

REACTION: In an apparent retaliatory move 1975 Summer Session offerings have been intentionally cut back excessively (see attached Union findings) from the 1974 level. We propose that a similar course level of offerings be provided for summer of 1975. At ACC in summer 1974 alone there were 192 courses offered. The Union proposes 220 courses statewide in both FY 75 and FY 76 Summer session. Cost as follows:

UNION PROPOSAL:

FY 75--220 (courses) X 1 month (only June 75 would be charged to the 75 budget) X 3 credit hours
X 1/30 X 21,454 (ave. salary FY 75).

FY 75 TOTAL 471,988

FY 76--220 (courses X 2 months (July and August 75 would be charged to the 76 budget) X 3 credit hours
X 1/30 X 22,526 (ave. salary FY 76). Total 991,144

and

220 (courses) X 1 month (only June 76 would be charged to the 76 budget) X 3 credit hours
X 1/30 X 22,526 (ave. Salary FY 76). Total 495,572

FY 76 TOTAL 1486,716

Less than Full-Time Employment

REACTION: Union accepts for the FY 75 the University cost of 8,520. We suggest that for FY 76 it is more appropriate to budget for these positions as new hires at the full bargaining unit members salary and therefore find it unnecessary to appropriate any funds for FY 76 in this category.

UNION PROPOSAL:

FY 75--Accept University cost projection

FY 75 TOTAL 8,520

FY 76--No cost as this should be absorbed in new hires.

FY 76 TOTAL 0

REACTION: The University position is inaccurate and unclear. The Labor-Management Committee (provided for in the contract) has to date received at least 14 notices of "University intent not to rehire for FY 76". Retraining of these individuals as provided for in the contract is apparently viewed by the University as a no-cost item.

UNION PROPOSAL: Assuming that the University intends to fulfill its contractual obligations regarding retraining of faculty sent notices of "intent not to rehire" the Union raises no objection at this time.

REACTION: Union agrees with sentence one. However, cost analysis is erroneous. Our basis is taken from the calculated figures of the Union-University Salary Placement Committee.

UNION PROPOSAL:

FY 75--Sept. 1, 1974--June 30, 1975 (and includes the 16% fringe benefit cost)

FY 75 TOTAL \$624,042 *

FY 76--July 1, 1975--June 30, 1976 (and includes the 16% fringe benefit cost) *

FY 76 TOTAL \$4,978,246 *

*note: The FY 76 figures includes the estimated 39 new hires projected by the University.

* Figures worked up from the Union-University Salary Placement Committee study indicate that salary increases from Sept. 1, 1974 through Dec. 31, 1974 total \$125,924. Increases from January 1, 1975 through June 30, 1975 total \$412,044. These figures are added, and then increased by 16% to reflect the cost of fringe benefits. Thus the total salary INCREASE for FY 1975 is \$624,042.

** Assuming one vertical increment and no horizontal movement per bargaining unit member, the average projected salary for a unit member in FY 1976, including fringe benefits, is \$22,526. Hullinger's University figures project 221 unit members for FY 1976. Multiplying these two we get \$22,526 X 221=\$4,978,246 as the total cost for bargaining unit member salaries for FY 1976.

Area Cost of Living Differentials UNION ESTIMATE

REACTION: In calculating Cost of Living the Union used the exact data provided by the Union-University Salary Placement Committee. Figures are included for only those campuses that are entitled to cost-of-living differential

UNION PROPOSAL:

<u>FY 75</u>	<u>TOTAL SALARIES</u>	<u>AREA</u>	<u>TOTAL</u>
<u>COMMUNITY COLLEGE</u>	<u>AT 1-1-75</u>	<u>FACTOR</u>	
Kodiak	73,540	.142	10,300
Kuskokwim	149,732	.418	64,420
Ketchikan	138,096	.006	828
Sitka	56,484	.100	5,648
Juneau	211,320	.071	15,003
		Total	95,199

Plus 16 % fringe benefits

FY 75 TOTAL 111,590 (9 MONTH)*

* The Union is investigating with the chief arbitrator (Tom Mannix) responsible for the contract award to find out if the Cost of Living Differential is effective for 9 or 5 months. We will report on that at the time of the hearings on Senate Bill 76. We are also including the cost based on a 5 month application

Figures based on a 5 month period:

Total 61,994

Plus 16% 9,994

FY 75 TOTAL 71,913 (5 MONTH)

FY 76

111,590 x $\frac{222 \text{ (unit members incl. 39 new hires)}}{182 \text{ (unit members previous year)}}$

FY 76 TOTAL 135,502 (9 MONTH)

Fringe Benefits UNION ESTIMATE

REACTION: Union accepts the University cost for FY 75. However, the contract does provide for the possibility of a study committee to make recommendations regarding changes in the fringe benefits. This could become a cost item.

UNION PROPOSAL:

FY 75--No cost anticipated	FY 75 TOTAL	0
FY 76--No cost anticipated	FY 76 TOTAL	0



Parking UNION ESTIMATE

REACTION: We question the necessity of this expenditure (unless the University intends to install winter electrical outlet plug ins) and note that no provision is made for the income the University derives from the \$30.00 per semester faculty use fee. We suggest a legislative audit of this item to assure that the funds have been appropriately disbursed.

UNION PROPOSAL:

FY 75--Cost of installing parking gates, fence and maintenance might necessitate an initial cost of University estimated 3,000? After that any additional costs should be absorbed in parking fees collected from faculty.	FY 75 TOTAL	0
FY 76--Any additional costs should be absorbed in monies collected from faculty parking fee.		0



Faculty Lounge UNION ESTIMATE

REACTION: Union agrees with the University estimate and expects to see the funds allocated for that purpose.

UNION PROPOSAL:

FY 75--Cost of furnishing and equipping faculty lounge	FY 75 TOTAL	3,500
FY 76--Additional furnishings	FY 76 TOTAL	1,000

33 8.6c Continuing Education UNION ESTIMATE

REACTION: The Union does not feel that there is any expense to the University in the continuing education provision. The contract specifically states "without tuition cost".

UNION PROPOSAL

FY 75--No cost to the University	FY 75 TOTAL	0
FY 76--No cost to the University	FY 76 TOTAL	0

33 9.1 Professional Development Leave UNION ESTIMATE

REACTION: The Union agrees that there should be no added cost for FY 75. However, there will be a cost in FY 76.

UNION PROPOSAL

FY 75--No additional cost	FY 75 TOTAL	0
FY 76--9 bargaining unit members @ \$2,526 (ave. salary) @ 1/2 (receive up to 1/2 salary) =	FY 76 TOTAL	161,367

37 9.3 Annual Leave UNION ESTIMATE

REACTION: The negotiated contract states that "bargaining unit members shall be permitted . . . to receive . . . paid leave. Maximum accumulation: 15 working days. A maximum of 30 days . . . unused accrued leave shall be paid off at the termination of employment."

UNION PROPOSAL:

FY 75--182 bargaining unit members X \$21,494 (ave. salary) X 15 (days of leave) 180 (work days per contract)	FY 75 TOTAL	325,386
FY 76--221 bargaining unit members X \$22,426 (ave. salary) X 15 (days of leave) 180 (work days per contract)	FY 76 TOTAL	414,854

Union assumes 100% funding for all annual leave which possibly could be accrued in FY 75 and FY 76.

38 10.3 Checkoff UNION ESTIMATE

REACTION: Union agrees with University position.

UNION PROPGSAL:

FY 75--Cost absorbed in payroll office	FY 75 TOTAL	0
FY 76--Cost absorbed in payroll office	FY 76 TOTAL	0



39 10.6 Released Time UNION ESTIMATE

REACTION: Union costs are based on actual figures for FY 75. FY 76 figure is based on projected cost as the candidates for President are already nominated.

UNION PROPGSAL:

FY 75--Union President 1/5 annual salary and benefits	
2,015 (no. salary) X 4 1/2 (months)	
X 1.16 (fringe benefits) X 1/5 (release)	
	FY 75 TOTAL 2,104
FY 76--Union President 1/5 annual salary and benefits	
3,114 (no. salary) X 9 (months)	
X 1.16 (fringe benefits) X 1/5 (release)	
	FY 76 TOTAL 6,502



31 8.3 Cost of Living Escalator UNION ESTIMATE

REACTION: The University made no projection cost for this item. The Union made its projection on a 7 1/2 % for FY 75 and a 20 % for FY 76. We emphasize that this IS A PROJECTED COST. When data from the Bureau of Labor is made available we will update this information.

UNION PROPOSAL:

FY 75--7 1/2 (estn. % increase) X 9 (9 mo. academic year) X \$2,384 (ave. mo. salary includes fringe benefits) X 182 (no. of bargaining unit members).

FY 75 TOTAL 292,874

FY 76--20 % (estn. % increase) X 9 (9 mo. academic year) X \$2,503 (ave. mo. salary includes fringe benefits) X 221 (no. of bargaining unit members, includes Univ. projected increase of 39 faculty).

FY 76 TOTAL 995,693

-FILE-

ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL CIO

2533 PROVIDENCE DRIVE, ANCHORAGE, ALASKA 99503

April 18, 1975

The Honorable Bill Ray
Senate Finance Chairman
Pouch V
Juneau, Alaska 99811

Dear Senator Ray:

It is almost a month since my fellow Union members and I testified before your committee. Since that time we have been reading in the papers about the Ferry workers and Representative Malone's forceful comments, about the state supervisors and about the APEA negotiations. As citizens of Alaska as well as community college faculty coming before you on behalf of Senate Bill 76, we realize the Senate Finance Committee has a difficult job to perform in balancing the valid interests of these groups against the equally valid need of the state, i. e. fiscal health.

On the one hand, we come before you as community college faculty who have negotiated for particular needs of our statewide faculty. Our salary increase, for example, is not an across-the-board raise. We are asking for a substantial portion for the elimination of salary inequities unique to the statewide community college system, and only after these have been resolved, a wage increase. Believing as intently as we do in the good of our cause, it is often difficult to see our bill in the larger context that the Senate Finance Committee must view it.

On the other hand, the problems will not go away. I, personally, would like to see more stable economic planning on the part of those groups presenting funding bills to the Legislature. It is not healthy to plan on supplemental appropriations for a balanced budget. Indeed, I hope this is the only supplemental the ACCFT must ask for. This will be the case if the University incorporates the additional contract costs in the 1976 budget.

Recognizing your massive problems as a Committee, we do not wish to further complicate them. We are available here to furnish any information you request for Senate Bill 76. We hope that whatever solution the Committee arrives at will have long-term benefits for all concerned.

Sincerely,

Eddie Lynch

Eddie Lynch, President

COPY COMMITTEE - SB 76

ALASKA COMMUNITY COLLEGES FEDERATION OF TEACHERS

LOCAL 2404 AFFILIATED WITH AFL-CIO

2533 PROVIDENCE DRIVE, ANCHORAGE, ALASKA 99503

April 13, 1975

The Honorable Bill Ray
Pouch V
State Capitol
Juneau, Alaska 99811

Dear Senator Ray:

Thank you for making it possible for other members of the Union and myself to speak before your committee. We hope that the testimony we presented in our written report will enable the committee to make its decisions, but if further information is needed, please do not hesitate to call on us. I received a disturbing package of materials the other day which referred to a University proposal to extend the salaries provided for in the bill to all professional staff in the University. I feel that this was a typical fiscally irresponsible act on the part of the University.

President Hiatt's proposal that the salary increases in Senate Bill 76 be distributed across the board to all professional staff in the University is shocking and directly contradictory to the Board of Regents' policy of equal treatment of all faculty at the University of Alaska. According to the current Solie Report, which the University has just presented to the Senate Finance Committee, there already exists a \$5 000 difference between the average statewide community college salary (\$15,764) and the average senior college salary (\$20,614) at all ranks. In making his proposal, the President is asking for an additional 10% for those with the highest salaries in the system and potentially jeopardizing the funding of demonstrated inequities at the community colleges.

President Hiatt also states, "that the average University of Alaska salary would have to be raised 20.9%." This figure is distorted because it puts overpriced research faculty (\$30,000 - 35,000), senior college faculty, and split faculty-administrators in the same category with recognized under-paid community college faculty. A comparison of all senior college campuses with all community college campuses in the Solie Report clearly shows how the 20.9% is a weighted salary figure benefiting faculty at senior college campuses. (See Attachment from Table I of the Solie Report.)

April 13, 1975

Specifically, 95% of all faculty holding the highest rank, and thus highest salaries, are senior college faculty. At the next highest level, associate, the Solie Report locates 67 Of 84 faculty (79%) holding that rank, again, in the senior college. That 95%, interestingly, receives almost \$3,000 more annually than the community college faculty 10% at the same rank. Likewise, the 79% receive \$2,765 more annually than their counterparts at the same rank in the community colleges.

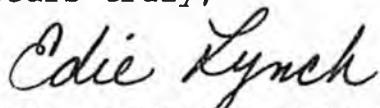
Of equal interest is the distribution at assistant professor rank. The 45% at that rank at the senior college receive \$1000 more than the remaining 55% at that rank in the statewide community colleges. Most interestingly, at the lowest rank there were only 14 instructors at all senior college campuses, which is only 7% of the total statewide senior college faculty. At the same time instructors at the community colleges statewide numbered 79, which means that 43% of the total statewide community college faculty are at the lowest rank and the lowest pay scale.

It is clear from their own statistics that those holding highest ranks and highest average salaries in the total University system come from the senior college and those holding lowest rank and lowest salaries come from the community colleges.

Rather than subsidizing and perpetuating a monolithic structure, we feel the legislature would have more impact on the statewide educational system if it increased the funding level of educational bills such as Senate Bill 239, Post-Secondary Education in Rural Areas by University of Alaska and Senate Bill 240, Post-Secondary Education Delivery by Systems and Programs, which provide rural educational delivery systems throughout Alaska. These bills request approximately \$4 million as compared to the University's \$11.6 million inflated salary request -- a \$7.5 million difference in the University's favor.

Thank you again for your time in considering these points, Senator. I hope you will use this information when the Committee next discusses the University's April 1 proposal.

Yours truly,



Edie Lynch, President

<u>Campus/Rank</u>	<u>Average Salary</u> ¹	<u>Average Fringe Benefits</u> ²	<u>Average Compensation</u> ³
<u>All Senior College Campuses:</u>			
Professor (42)	20,593	2,966	29,559
Associate (67)	21,969	2,702	24,671
Assistant (71)	17,207	2,430	19,637
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (.94)	20,614	2,625	23,239

<u>Campus/Rank</u>	<u>Average Salary</u> ¹	<u>Average Fringe Benefits</u> ²	<u>Average Compensation</u> ³
<u>All Community Colleges:</u>			
Professor (2)	23,373	2,782	26,155
Associate (17)	19,204	2,544	21,748
Assistant (84)	16,301	2,378	18,679
Instructor (79)	14,260	2,258	16,518
All Ranks (182)	15,764	2,346	18,110

FILE WITH BILL:
- CORY SACKETT -

April 16, 1975

Member of the Alaska Legislature:

I am writing again on the matter of the effects of the Union within the Community College system of the state of Alaska, its effect on the other units of the University and the funding of the contract through passage or failure of passage of Senate Bill 76.

The furor seems to have died down on campus for the moment because there is pending at present a grievance regarding the establishing or justifying of the agency fee for non-Union members and awaiting adjudication of that grievance, the status quo is to be maintained - hence no one has as yet been terminated even though the Union has requested termination of 35 faculty members.

The union has made clear that once the University terminates those individuals - and the Union will press for such action once the semester ends and once the grievance is settled - they will then take each of the terminated faculty members to court and sue for collection of the agency fees which those faculty will have been fired for refusing to pay.

The Union is currently trying to keep full-time summer teaching assignments limited to those bargaining unit members who have either paid their dues or agency fees or have signed an authorization for payroll deduction of same. The grievance referred to above simply asks that the University make clear to bargaining unit members just what their obligations to the Union are and further requests that a fair agency fee be established and justified before non-Union members be forced to pay that fee or be terminated from their employment with the University. Finally the grievance asks that non-Union members not be requested to pay a fee or authorize deduction of same until the legislature takes action on the funding of the salaries so we will know what benefits we get from the negotiations. Once the above matters are clearly settled, many who have as yet not paid any fee or authorized any deduction may very well pay the fee. The contract does not provide for discrimination against non-Union members nor non members of the bargaining unit in the selection of summer faculty. Hence this request of the Union violates the contract on two counts.

The Union is presently organizing a letter-writing campaign to urge legislative support of Senate Bill 76. That is only natural. I simply notify you that it is coming and not to pay too much attention if you receive around 80 letters since they will no doubt almost all be from faculty members who will benefit from passage of that bill. I would like to see some public input rather than just asking faculty members if they would like more money.

I enclose a copy of a memo circulated by the Union President yesterday. You will notice that she is urging bargaining unit members to urge legislators to not support the salary increases requested by the University for the professional staff members not in the bargaining unit. That is hardly the way to promote harmony between the Community College faculty and the Senior college or Fairbanks faculty.

Ms. Lynch in her memo points out the higher salaries and higher ranks held by faculty members outside the bargaining unit. The reason most high ranked faculty members and highly paid faculty members are not in the community colleges is

because the community colleges are young in Alaska and likewise their faculty members are much younger on the average than on the Fairbanks campus. The faculty members outside the bargaining unit are required to have a doctorate degree and thus have more credits in education than do most members of the bargaining unit members. And most of the Fairbanks and Anchorage Senior College faculty have more years of teaching experience. Thus they are higher in rank and salary than their younger non-doctorate-degree-holding community college colleagues.

This is interesting since the contract for the bargaining unit places every member on the salary scale based solely on education (number of credits amassed) and years of experience. This means that if the entire faculty of the University were placed on the Union salary scale the same faculty members would still command the highest salaries and might in fact be even further ahead than at present.

A communique to ge the letter-writing campaign underway informs those who are opposed to the agency shop and/or agency fee that they will not get their big raise unless they support Senate Bill 76 and help get it passed. This is telling those members that in spite of the principles they are supporting, they should compromise those principles and get that money in their pocket. This completely ignores the fact that the raise is not all that valuable in principle to those faculty members who are opposed to the agency shop in principle in an educational setting.

If ever there was a situation where collective bargaining occurred and the bargaining agent should be able to gain support on its own integrity, merit and performance, it is an educational institution where the bargaining is done by faculty members themselves. Because of the very nature of a University and its primary reason for existence, it is improper and potentially detrimental to force faculty members or other employees to have to associate with or support a Union in order to teach or otherwise work at that University. And it seems peculiar that if only 25% of the nation's labor force is unionized, 100% of the faculty of an educational institution should have to be unionized in one form or another.

I urge you to eliminate the possibility of either an agency shop or a Union shop from higher education - and preferably all education in the state of Alaska. This will not destroy any unions or other bargaining organizations within our educational systems. It will in fact strengthen the good organizations and force the others to improve in order to win the right to represent their constituents.

Sincerely,

David Hoke

David Hoke, Chairman
University Assembly
University of Alaska

To: All Bargaining Unit Members Interested in the Passage
of Senate Bill 76

From: Edie Lynch, ACCFT

Re: Second Status Report, Senate Bill 76

Date: April 11, 1975

Our latest report from Juneau is that Senate Bill 76 is still in the Senate Finance Committee. However, the Senate and House Finance Committees are considering a number of University-related appropriation bills, such as the Budget, the AMU appropriation, etc. These bills will have an effect on Senate Bill 76 and thus should be responded to.

On the basis of this, it is important that we emphasize the following items in our letters to legislators:

1) Indicate our priorities in Senate Bill 76. Obviously full funding of the salary, the cost of living escalator clause and the area differentials is essential.

2) Challenge the University's position that the salary increases should be distributed across the board to all professional staff in the University. According to the current Solie Report, which the University has just presented to the Senate Finance Committee, there already exists a \$5,000 difference between the average statewide community college salary (\$15,764) and the average senior college salary (\$20,614) at all ranks. Hiatt's proposal could jeopardize negotiated community college faculty contract salaries in order to give those with the highest salaries in the system an additional 10%.

3) President's Hiatt's letter to Senate Finance also states, "that the average University of Alaska salary would have to be raised 20.9%. This figure is distorted because it puts overpriced research faculty (\$30,000-35,000), senior college faculty, and split faculty-administrators in the same category with recognized under-paid community college faculty. A comparison of all senior college campuses with all community college campuses in the Solie Report clearly shows how the 20.9% is a weighted salary figure benefiting faculty at senior college campuses.

<u>Campus/Rank</u>	<u>Average Salary¹</u>	<u>Average Fringe Benefits²</u>	<u>Average Compensation³</u>
<u>All Community Colleges:</u>			
Professor (2)	23,373	2,782	26,155
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All Ranks (182)	15,764	2,346	18,110

<u>Campus/Rank</u>	<u>Average Salary¹</u>	<u>Average Fringe Benefits²</u>	<u>Average Compensation³</u>
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Professor (42)	26,593	2,966	29,559
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Assistant (71)	17,207	2,430	19,637
Instructor (14)	13,474	2,217	15,691
Ave. All Ranks (194)	20,614	2,625	23,239

Specifically, 95% of all faculty holding the highest rank, and thus highest salaries, are senior college faculty. At the next highest level, associate, the Solie Report locates 67 of 84 faculty (79%) holding that rank, again, in the senior college. That 95%, interestingly, receives almost \$3,000 more annually than the community college faculty 10% at the same rank. Likewise, the 79% receive \$2,765 more annually than their counterparts at the same rank in the community colleges.

Of equal interest is the distribution at assistant professor rank. The 45% at that rank at the senior college receive \$1000 more than the remaining 55% at that rank in the statewide community colleges. Most interestingly, at the lowest rank there were only 14 instructors at all senior college campuses, which is only 7% of the total statewide senior college faculty. At the same time instructors at the community colleges statewide numbered 79, which means that 43% of the total statewide community college faculty are at the lowest rank and lowest pay scale.

It is clear from their own statistics that those holding highest ranks and highest average salaries in the total University system come from the senior college and those holding lowest rank and lowest salaries come from the community colleges.

4) Suggest that if the legislators wish to have the most impact on the statewide educational system, rather than subsidizing and perpetuating a monolithic structure, they should increase the funding level of educational bills such as Senate Bill 239 Post-Secondary Education in Rural Areas by University of Alaska and Senate Bill 240, Post-Secondary Education Delivery Systems and Programs, which provide rural educational delivery systems throughout Alaska. These bills request approximately \$4 million as compared to the University's \$11.6 million inflated salary request--a \$7.5 million difference in the University's favor.

Since the House presently has the University budget, our Juneau assistant suggests we concentrate on the following representatives:

COPY ALL
FINANCE MEMBERS
AND SEN. CROFT & MILLER



UNIVERSITY OF ALASKA
FAIRBANKS, ALASKA 99701

February 28, 1975

Honorable Bill Ray, Chairman
Senate Finance Committee
Pouch V
Juneau, Alaska 99801

Dear Bill:

In compliance with your request, I am submitting my best estimate of the cost of Senate Bill No. 76, relating to a supplemental appropriation to the University for paying the arbitrated 1975 contract for community college faculty.

This information has been supplied to the union acting as the bargaining unit for the faculty for concurrence, but, as of this date, the information does not contain their input.

I will be out of the state until March 19th and will be unable to provide you with further details until after that date. Should you wish further information, please contact my office and we will certainly try to respond.

The University is supportive of the bill and must receive additional funds to implement the conditions of the contract.

Sincerely,

Max M. Hullinger
Vice President for Finance
and Comptroller

cc: Senator George Hohman
Senator John Sackett

SENATE BILL NO. 76

SUPPORTING DETAIL

<u>COST ITEMS</u>	<u>FY 75</u>	<u>FY 76</u>	<u>INCREASE ELEMENT</u>
Cost of negotiations	14.9	14.9	
Formal Grievance Procedures	70.0	105.0	Best estimate
Travel	1.7	5.1	Full year
Site visitation	5.7	17.1	Full year
Offices	35.0	35.0	Pledged expenditures
Substitutes	54.6	136.5	Full year
Overloads	56.7	125.0	Full year
Summer employment	-0-	56.7	30 courses X 3 credit hours X average salary \$630
Less than full-time employment	8.5	17.0	Full year
Placement	189.6	189.6	
Salary Increase	376.8	492.5	Full year
Area cost of living	109.2	109.2	
Parking	8.0	12.0	Normal cost of maintenance and police
Lounge	3.5	1.0	Additional equipment
Continuing education	12.9	33.5	Full year plus estimated increase
Professional leave	-0-	98.7	9 persons at half salary of \$18,000 plus 16%
Annual leave	66.1	150.0	Full year plus increase
President of union release time	2.3	4.6	Full year
FY 75	<u>1,015.5</u>	<u>1,603.4</u>	
FY 76 SALARY ADJUSTMENT*		<u>251.4</u>	
		<u>1,854.8</u>	

*Salary items increase by 9.7% for 1-1-76 increase, 6.5% step increase and 1% increase in fringe benefits on total salaries as adjusted.

The Legislature of the State of Alaska
FISCAL NOTE

First Session - Ninth Legislature

I. REQUEST

Bill No. Senate Bill No. 76

Title: An Act-Making and Supplemental Appropriation to the University of Alaska

Requested by: Senator Bill Ray

Date: February 11, 1975

Return Date Requested: February 19, 1975

Agency: University of Alaska Program: Post Secondary & Adult Education

II. FISCAL DETAIL

Budget Request Unit(s) Affected: All Community Colleges

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	869.5	1,478.4	1,664.1	1,863.7	2,078.3	2,309.0
200 TRAVEL	37.6	51.5	59.2	68.1	78.3	90.1
300 CONTRACTUAL	92.0	120.5	138.6	159.4	183.3	210.8
400 COMMODITIES						
500 EQUIPMENT	3.5	1.0	1.0	1.0	1.0	1.0
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.	12.9	33.5	63.5	93.5	123.5	153.5
TOTAL	1,015.5	1,684.9	1,926.4	2,185.7	2,464.4	2,764.4

B. FUNDING: (Thousands of dollars)

GENERAL FUND	1,015.5	1,684.9	1,926.4	2,185.7	2,464.4	2,764.4
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	182/	220.7	250/	280/	310 /	340 /
MAN MONTHS (P./T.)	1638/	1986.7	2250/	2520/	2790/	3060 /

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

Personnel in the bargaining unit are expected to increase by 38.7 in FY 76 and by 30 for each of the following years. Salaries will increase 15% plus 6.5 each year for step increases, and 1% of total salaries for fringe benefits. Other expenses will increase at 15% for inflation. Continuing Education will continue to increase at rate of 30.0 per year.

IV. ATTACHMENTS

- Summary of cost of the contract
- Detail of the costs

V. DATE: February 28, 1975

PREPARED BY: Way H. Hollinger

Original: Legislative Finance
cc: Budget and Management
Prime Sponsor (First Legislator Named)

COST ITEMS IN THE CONTRACT

<u>PAGE</u>	<u>ITEM</u>		
5	1.5	<u>Cost of Negotiations</u>	
		Three persons traveling from outside Anchorage	
		30 trips @ average cost \$110 per trip	\$ 9,900
		Lodging and meals in Anchorage \$50 per day X 100 days	5,000
		TOTAL	<u>14,900</u>
		This cost will be absorbed by the University in individual travel budgets.	
7	4	<u>Grievance and Complaint Procedure</u>	
		It is difficult to develop a cost of the added expense for the staff time required to process grievances and complaints as we have no experience or knowledge of the magnitude of the disputes that may arise.	
9	4I	<u>Formal Grievance Procedure - Step 3</u>	
		Cost of grievances to be settled by arbitration	
		Estimate 20 grievances at an average cost of \$1,500 for the arbitrator and \$1,000 for legal services.	
		Travel and expenses of staff \$1,000	70,000
16	6.4	<u>Assignments Requiring Travel</u>	
		Cost of travel between work stations.	
		60 unit members traveling 25 times at an estimated distance of 8 miles X 14 cents	1,680
16	6.5	<u>Relocation</u>	
		No change in current policy - Cost covered in budget	
17	6.6	<u>Site Visitation and Bush Courses</u>	
		Estimated 3 courses @ 3 credits each = 9 credit hours	
		9 X 1/30 X 18,900 (ave. salary) =	5,670
	6.8	<u>Faculty Offices</u>	
		The University has committed \$35,000 to be spent on faculty offices in FY 75	35,000
18	6.9	<u>Clerical Support</u>	
		No change in current level of support	

<u>PAGE</u>	<u>ITEM</u>		
	6.10	<u>Substitutes</u>	
		182 members of the unit, estimate an average of one week a semester absence for which a substitute is required.	
		12 credit hours per week X 182 X \$25 (cost of substitute)	\$ 54,600
19	6.11d	<u>Overloads</u>	
		30 courses X 3 credit hours X 630 (ave. per credit hour)	56,700
20	7.1	<u>Summer Employment</u>	
		FY 75 is not affected by this condition of the contract as the next summer session falls in FY 76	
21	7.2	<u>Less Than Full-Time Employment</u>	
		10 persons X 3 credit hours = 30 X current part-time rate of \$346 per credit hour = \$10,380 compared to 30 X \$630 1/30 of a credit hour of \$630	8,520
23	7.4f8	<u>Retraining</u>	
		No cost in FY 75 or FY 76	
24	8.1e	<u>Placement of Personnel on New Salary Schedule</u>	
		The qualifications of each member of the unit was evaluated by a committee of union and management people and placed on the salary schedule in accordance with the criteria on page 26. Cost \$152,810 plus 16% fringe benefits and \$12,300 for additional adjustments	189,600
27	8.2	<u>Salary Schedule</u>	
		Based on placement on the salary schedule as established in 8.1e above, it costs an additional \$141,642 to place the members on the September 1 schedule and an additional \$162,198 to provide for the January 1, 1975 increase and \$26,300 for additional adjustments	376,754
31	8.3	<u>Cost of Living Escalator (Note)</u>	
		The base salary for unit members at January 1, 1975 is \$3,347,098.12. The cost of living applicable as of March 1, 1975 would be represented by the increase times this amount plus 16% fringe benefits. This increase would also apply against the area cost of living differential (8.4). This adjustment cannot be determined at this time.	

PAGE ITEM

8.4 Area Cost of Living Differentials

<u>COMMUNITY COLLEGE</u>	<u>TOTAL SALARIES AT 1-1-75</u>	<u>AREA FACTOR</u>	<u>TOTAL</u>
Anchorage	\$2,567,842	0%	\$ -0-
Kenai	114,013	0	
Mat-Su	44,473	0	
Kodiak	73,126	.142	10,384
Kuskokwim	149,732	.418	62,588
<u>TOTAL</u>	<u>2,949,186</u>		<u>72,972</u>
Ketchikan	133,839	.006	803
Sitka	56,347	.100	5,635
Juneau	207,726	.071	14,749
<u>TOTAL</u>	<u>397,912</u>		<u>21,187</u>
GRAND TOTAL	\$3,347,098		\$ 94,159

Plus 16% fringe benefits \$109,224

Any cost of living increase must be applied against this amount.

8.5 Fringe Benefits

No change in current practice

32 8.6a Parking

Cost of installing parking gates, fence and maintenance for preparing the parking lot in Anchorage (estimated) 8,000

8.6c Faculty Lounge

Cost of furnishing and equipping a faculty lounge at the Anchorage campus 3,500

33 8.6e Continuing Education

90 staff X 3 credit hrs. X \$30 = 8,100
40 dependents X 6 credit hrs. X \$20 = 4,800 12,900

9.1 Professional Development Leave

No cost in FY 75

37 9.3 Annual Leave

Salary level 3,347,100 X 25% of annual rate of 7.9% 66,105

PAGE

ITEM

10.3 Checkoff

Cost of deducting and remitting dues is being absorbed within the payroll and accounting office.

39

10.6 Released Time

Union President 1/5 annual salary and benefits
18,135 + 16% + 7.9% (Accrued Leave) 22,698 ÷ 1/10 = \$ 2,270

The Legislature of the State of Alaska
FISCAL NOTE

First Session -- Ninth Legislature
REVISED
4-1-75

I. REQUEST

Bill No. Senate Bill 76
Title: An Act Making a Supplemental Appropriation to the University of Alaska
Requested by: Senator Bill Wray Date: February 11, 1975
Return Date Requested: February 19, 1975
Agency: University of Alaska Program: Post Secondary & Adult Education

II. FISCAL DETAIL

Budget Request Unit(s) Affected: All Community Colleges

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	1370.2	3213.2	3981.2	4932.6	6111.6	7572.2
200 TRAVEL	36.5	35.6	40.9	47.8	54.1	62.3
300 CONTRACTUAL	50.4	543.5	107.5	123.6	142.2	163.5
400 COMMODITIES						
500 EQUIPMENT	3.5	1.0	1.0	1.0	1.0	1.0
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.	12.9	33.5	63.5	93.5	123.5	153.5
TOTAL	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5

B. FUNDING: (Thousands of dollars)

GENERAL FUND	1482.5	3826.8	4194.1	5198.5	6432.4	7952.5
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	182 /	220 /	220 /	220 /	220 /	220 /
MAN MONTHS (P./T.)	1638 /	1986 /	1986 /	1986 /	1986 /	1986 /

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

Personnel in the bargaining unit are expected to increase by 38.7 in FY 76. Salaries will increase 15% plus 6.5% each year for step increases, and 1% of total salaries for fringe benefits. Other expenses will increase at 15% for inflation. Continuing Education will continue to increase at rate of 30.0 per year.

IV. ATTACHMENTS

- Summary of cost of the contract.
- Detail of the costs.

V. DATE: 4-4-75 (REVISED)

PREPARED BY: *M. Sullivan*

Original: Legislative Finance
cc: Budget and Management
Prime Sponsor (First Legislator Named)

SENATE BILL NO. 76Summary of the Cost of the Contract

<u>Cost Items</u>	<u>FY 75</u>	<u>FY 76</u>
Cost of Negotiations	27.0	14.9
Formal Grievance Procedure	23.5	45.0
Travel	2.4	7.2
Site Visitation	5.7	50.0
Offices	35.0	500.0
Substitutes	54.6	125.3
Overloads	64.4	225.0
Summer Employment	105.0	350.0
Less-than-full-time Employment	8.5	17.0
Placement and Salary Increase	659.1	1582.5*
Area Cost of Living	111.6	176.7*
Cost of Living Escalator (6.5%)	292.9	428.3*
Parking	8.0	12.0
Lounge	3.5	1.0
Continuing Education	12.9	33.5
Professional Development Leave	-0-	101.4
Annual Leave	66.1	150.0
Union President--Released Time	2.3	7.0
	<u>1482.5</u>	<u>3826.8</u>

*Based on salary increases for the year FY 75 as follows:

Placement	5.29%	March 1, 1975	6.5% -
Sept. 9, 1974	4.9%	July 1, 1975	9.09% Salary
Jan. 1, 1975	5.6%		5.56% Step Increase

and 1% increase in fringe benefit cost.

COST ITEMS IN THE CONTRACT

Page Item

5 1.5 Cost of Negotiations

The University has spent \$27,000 to date on negotiation expenses and expects to spend at least \$3,000 more before the end of the fiscal year. No funds available to cover these expenses.

(Project 1976 at guess of \$14.9) 27,000

9 4I Grievance and Complaint Procedure

We project 3 major grievances (\$5,000) and 5 minor grievances (\$750) plus travel. 8 grievances x 2 people for 3 days each at \$100 per day

(Project about double in 76 \$45.0) 23,500

16 6.4 Assignments Requiring Travel

FY 75--20 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents
FY 75 Total

2,400
2,400

FY 76--60 unit members traveling 30 times at an estimated distance of 25 miles x 16 cents
FY 76 Total

7,200
7,200

16 6.5 Relocation

No change in current policy. No added cost.

17 6.6 Site Visitation

Estimated 3 courses at 3 credits each = 9 credit hours. 9 x 1/30 x 18,900 (ave. salary) =

5,670

FY 76 Project 22 courses at 3 credit hours each = 66 credit hours x 1/30 x 22,526 (ave. salary) or \$50.0

Page Item

17 6.8 Faculty Offices

The University has committed \$35,000 to be spent on Faculty offices in FY 75 35,000
In FY 76 we are requesting \$500.1 for offices. This will not provide offices for all bargaining unit members, but will satisfy part of the need.

18 6.9 Clerical Support

No change in current level of support. Increase for FY 76 are included in the budget request.

18 6.10 Substitutes

182 members of the unit, estimate an average of one week a semester absence for which a substitute is required.

12 credit hours per week x 182 x \$25 (cost of substitute) 54,600

FY 76--221 unit members (includes anticipated increase of 39 faculty as University has projected) x 12 credit hours per week x 35 (dollar cost of substitute)

x $\frac{6.76 (1/2 \text{ of } 13 \text{ } 1/2 \text{ days accrued})}{5 (5 \text{ days})}$ 125,307

19 6.11 Overloads

FY 75--30 courses x 3 credit hours x 1/30 (negotiated contract rate) x \$1.455 (FY 75 average salary) 64,363

FY 76 project at 100 courses x 3 credit hours x 1/30 x 22,526 225,260

20 7.1 Summer Employment

50 courses x 3 credit hours x 1/30 x 21,454 105,000

FY 76--150 courses x 3 x 1/30 x 22,526 = 350.0

Page Item

21 7.2 Less Than Full-time Employment

10 persons x 3 credit hours = 30 x current
part-time rate of \$346 per credit hour =
\$10,380 compared to 30 x \$630 1/3 of a credit
hour of \$630 8,520
FY 76 full year at \$17.0

23 7.4f8 Retraining

No cost in FY 75 or FY 76

24 8.1e
/8.2 Placement of Personnel on Salary Schedule

Calculations based on actual placement on the
schedules by a committee composed of Labor
and Management 659,100

FY 76--Increase in salary as of 1-1-75 per
actual placement indicated a cost of \$77,728
per month. Using \$3,000,000 as the salary
base for FY 75 add the \$77,728 x 9 months
plus a 6.5% cost of living adjustment at
3-1-75 plus 9.09% increase at 7-1-75, plus
a step increase of 5.56% at 7-1-75 and a 1%
increase in fringe benefits = \$1,582,520

31 8.3 Cost of Living Escalator

FY 75--7 1/2 (est. % increase) x 9 (9 mo.
academic year) x \$2,384 (ave. mo. salary
includes fringe benefits) x 182 (no. of
bargaining unit members). 292,900
FY 76--Salary base at 7-1-75 = \$4,582.5
plus COLA 176.7 x State projection of 9%
= \$428.3

31 8.4 Area Cost of Living

<u>FY 75</u>	<u>Total Salaries</u>	<u>Area</u>	
<u>Community Col.</u>	<u>At 1-1-75</u>	<u>Factor</u>	<u>Total</u>
Kodiak	73,540	.142	10,300
Kuskokwim	149,732	.418	64,420
Ketchikan	138,096	.006	828
Sitka	56,184	.100	5,648
Juneau	211,320	.071	15,003
		Total	96,199

<u>Page</u>	<u>Item</u>		
31	8.4	<u>Area Cost of Living</u> - continued	
		Plus 16% fringe benefits FY 75 Total (9 months)	111,600
		FY 76--area cost of living increased to a full year 111.6 plus 23% plus 6.5% plus 9.09% plus 1% = 176.7	
	8.5	<u>Fringe Benefits</u>	
		No change.	
32	8.6a	<u>Parking</u>	
		Cost of installing parking gates, fence and maintenance for preparing the parking lot in Anchorage (estimated)	8,000
		FY 76--Project cost of maintenance and policing to be \$12.0	
	8.6c	<u>Faculty Lounge</u>	
		Cost of furnishing and equipping a faculty lounge at the Anchorage campus	3,500
		FY 76--Estimate additional 1.0 for equipment	
33	8.6e	<u>Continuing Education</u>	
		90 staff x 3 credit hours x \$30 = 8,100	
		40 dependents x 6 credit hours x \$20 = 4,800	12.9
		FY 76--Increase to full year and 25% increase to \$33.5	
	9.1	<u>Professional Development Leave</u>	
		No cost in FY 75.	
		FY 76--9 bargaining unit members x \$22,526 (ave. salary) x 1/2 (receive up to 1/2 salary)=	101,367
37	9.3	<u>Annual Leave</u>	
		Salary level 3,347,100 x 25% of annual rate of 7.9%	66,105
		FY 76--Increase to full year plus salary increases \$150.0	

Page Item

38 10.3 Checkoff

Cost of deducting and remitting dues is being absorbed within the payroll and accounting office.

39 10.6 Released Time

Union President 1/5 annual salary and benefits 18,135 + 16% + 7.9% (accrued leave)

22,698/ 1/10

2.3

FY 76--Union President 1/5 annual salary and benefits 3,114 x 9 months x 1.17

fringe benefits x 7.9% (accrued leave)/ 1/5

= 7,076

Introduced: 1/28/75
Referred: Health, Education
and Social Services and
Finance

1 IN THE SENATE

BY THE RULES COMMITTEE BY
REQUEST OF THE GOVERNOR

2 SENATE BILL NO. 76

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINETH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a supplemental appropriation to the
7 University of Alaska; and providing for an effective
8 date."

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

10 * Section 1. The sum of \$900,000 is appropriated from the general fund
11 to the University of Alaska for the fiscal year ending June 30, 1975, to
12 pay the following estimated costs of the arbitrated 1975 contract for
13 community college instructors:

14 Substitute pay	\$ 3,000
15 Special assignments, annual	5,000
16 Overload contracts	50,000
17 Mileage between teaching locations	1,500
18 Office space	35,000
19 Area cost-of-living differential	185,500
20 Reserved parking	10,000
21 Continuing education, spouse and children	12,000
22 Salary increases	500,000
23 Cost-of-living increases	<u>98,000</u>
	\$ 900,000

24 * Sec. 2. This Act takes effect immediately in accordance with AS 01.-
25 10.070(c).
26
27
28
29

Introduced: 1/28/75
Referred: Health, Education
and Social Services and
Finance

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16 Overload contracts	50,000
17 Mileage between teaching locations	1,500
18 Office space	35,000
19 Area cost-of-living differential	185,500
20 Reserved parking	10,000
21 Continuing education, spouse and children	12,000
22 Salary increases	500,000
23 Cost-of-living increases	<u>98,000</u>
	\$ 900,000

24 * Sec. 2. This Act takes effect immediately in accordance with AS 01.-
25 10.070(c).
26
27
28
29

2/21/75

TO: Labor-Management Committee

FROM: Bargaining Unit Members Office Survey Committee
Roberta Pond, Chairperson
Paula Guetschow
Bill Mackey
Amy Bollenbach
Doug Veltra

The attached survey of offices of Bargaining Unit Members is complete to our knowledge. A copy of the survey was sent to Broderick, O'Mahoney, Irany, and directors of all outlying community colleges requesting that they verify the information listed for their people. Responses have been received from Ketchikan, Kuskokwin and Sitka to date.

Consistent with the contract all faculty members must be provided with offices that are lockable and secure.

Here are our recommendations regarding office size and placement:

I. Recommended Size and Equipment:

- A. Single Person: a standard private office must be 150 sq. ft., have floor to ceiling walls and exterior window. When an exterior window is not possible, the office must have an interior window of at least 20 sq. ft.
- B. Two people: an office for 2 people must provide 150 sq. ft. per person and a visual barrier to provide similance of privacy within office. Walls and windows will be the same as in individual office.
- C. We cannot recommend offices for more than 2 people because all privacy and security would be forfeited in such an office.
- D. Each Bargaining Unit Member must be provided with the following equipment: desk, executive chair, 4 drawer lockable file cabinet, telephone, approximately 30 ft. of book shelves, 2 extra chairs.

II. We realize that before all Bargaining Unit Members can be provided standard offices, an interim period will elapse during which it will be necessary to have faculty in substandard offices. The following recommendations apply to these facilities:

A. Size

1 person - private	100 sq.ft.
2 people -	225 sq.ft.
3 people -	350 sq.ft.
4 people	475 sq.ft.

B. Equipment - same as for standard offices.

We recognize that faculty having offices which do not meet these recommendations may prefer to wait for the new offices rather than move to another substandard office which meets the recommended size requirements. However, the University should make every effort to move faculty who do not wish to remain in offices below the recommended square footage.

III. Placement

- A. No faculty member shall be moved from a locked^{able} office to an unlocked office.
- B. Faculty currently in standard offices which are acceptable to them shall remain in those offices.
- C. The committee will assemble a list of faculty in substandard offices in order of seniority. As offices are made ready for occupancy they will be offered to list of faculty in order. Faculty members may decline an office without prejudice; faculty members' names remain on the list at the same place.
- D. No faculty shall be either assigned an office or moved without consultation.-"
- E. Half-time and part-time faculty members should be provided office space after all full-time faculty have acceptable offices.

OFFICES TO BE CONSTRUCTED

Criteria for temporary adequate office: 1 person (private) - 100 sq. ft.; 2 people - 222 sq. ft.
3 people - 350 sq. ft.; 4 people - 475 sq. ft.; 5 people - 600 sq. ft.

Criteria for standard office: 1 person - 150 sq. ft.; 2 people - 300 sq. ft.

<u>Office Location</u>	<u>Number of People to be Relocated for:</u>		<u>Office Location</u>	<u>Number of People to be Relocated for:</u>	
	<u>Adequate Office</u>	<u>Standard Office</u>		<u>Adequate Office</u>	<u>Standard Office</u>
C108 (90 sq. ft.)	OK	1	C212	1	2
C103 (99 sq. ft.)	OK	1	E Main? Modular	1	2
C206 (99 sq. ft.)	OK	1	A104	2	2
K204 (modular)	1	1	F ? Dopperfied & Eid	1	2
K204 (modular)	1	1	Merrill Field		
K214	OK	1	A between 204 & 206	1	2
K204 (modular)	1	1	A between 206 & 208	1	1
K204 (modular)	1	1	A209	1	2
K204 (modular)	1	1			
E-SW (storage)	1	1	J Previts/Neilson	1	1
E-NE (storage)	1	1	G Pearson/Pannone	2	2
C108	1	1	D104	2	3
C (between 201 & 203)		1	C213	2	2
K215A	1	1	E Miller, Robinson, Lohman	2	3
K202C	OK	1			
B102	2	2	K140A modular	OK	4
*K206A (will be faculty lounge)	1	1	D101	4	4
K104A	OK	2	C210	3	4
C106	2	3	C214	3	4
K111	OK	2	A207 Knisley	OK	1
K140E	1	2	A207 Gripne	OK	1
A211 (Appel? BUM?)	OK	1	H ? Hotchkiss	1	1
A211 (Medley)	1	1	A207 Congdon/Miller	1	2
A211 (Bohner - BUM?)	OK	1	J. Bldg.	3	3
C211	1	1			
C210 (private)	OK	1			

<u>Office Location</u>	<u>Adequate Office</u>	<u>Standard Office</u>
A.B.E. Downtown	3	3
Ft. Rich	4	4
<u>Ketchikan</u>		
Library	OK	2
Other	3	3
<u>Kodiak</u>		
	4	4
<u>Kuskokwim</u>		
	11	11
<u>Sitka</u>		
	3	3
<u>Juneau</u>		
Campus	1	5
Downtown	3	3
A.B.E.	3	3
<u>Kenai</u>		
	5	5
<u>Mat-Su</u>		
	1	2

SUMMARY OF NUMBER OF OFFICES NEEDED:

Location	Number of adequate		Number of Standard	
	Offices	100 sq. feet B.O.M.	Offices	150 sq. feet. B.O.M.
<u>A.C.C.</u>				
A. Building	7		14	
B. Building	4		4	
C. Building	13		22	
D. Building	6		7	
E. Building	3		5	
F. Building	1		2	
G. Building	2		2	
H. Building	1		1	
J. Building	1		1	
K. Building	11		21	
ABE Downtown	3		3	
Ft. Rich	4		4	
<u>SUB TOTALS</u>				
A.C.C.	56		86	
Ketchikan	3		5	
Kodiak	4		4	
Kuskokwim	11		11	
Sitka	3		3	
Juneau	7		13	
Kenai	5		5	
Mat-Su	1		2	
<u>TOTALS</u>	89		127	

ESTIMATED COSTS

Cost: (Estimates received from U.A.A. Planning Office)

Construction for 10 X 10 = \$1176 per office
Construction for 10 X 15 = 1764 per office
Removing Walls of K Building = \$20 per lineal foot

Cost of Needed Offices for B.U.M. (Estimated)

Adequate Offices 99 X 1200 = \$106,800
Standard Offices 127 X 1800 = 228,600
Removal of Walls 20 X 225 = 4,500

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SUMMER CLASS OFFERINGS SLASHED

Report by Joe Connors

Various administrative sources at Anchorage Community College have expressed that they are expecting a rather sharp decrease in enrollment this summer (over previous summers.) As one reviews the "unofficial" offerings, I can easily see why their prognostication will no doubt come true. However, the problem goes deeper than the reduction in offerings and includes: (1) the failure to utilize input (faculty and student), (2) increased class size, and (3) poor time assignments for classes.

The figures speak for themselves:

COURSE OFFERINGS BY DIVISION			
DIVISION	SUMMER 74	SUMMER 75	% CHANGE
Academic	80	41	-49
Career Education	57	70	+23
Community Services	55	53	- 4

Within the Academic Division, one sees that there are decreases in such areas as:

DISCIPLINE	SUMMER 74	SUMMER 75
Art	4	1
Biology	3	1
Chemistry	1	0
Economics	3	2
French	2	0
Geography	1	0
History	10	3
Math	7	5
Music	2	0
Philosophy	3	1
Political Science	4	2
Sociology	7	4
Speech	7	4
Theatre	4	0

In an attempt to show that it's not all decrease, one can see a few increases within the Career Ed and Community Services Divisions in such areas as:

<u>DISCIPLINE</u>	<u>SUMMER 74</u>	<u>SUMMER 75</u>
Corrections	3	5
Electronics	10	16
Law Science	3	6
Police Administration	5	6

I realize that these figures are subject to some error. However, the trend is obvious, regardless of what the specifics are. There is a rather large decrease in summer offerings in the Academic Division, while Community Services is remaining about level, and Career Education is increasing. These trends are very interesting when one goes the next step and examines how many students took courses in each of these divisions last summer. Utilizing a copy of the Course Enrollment Report, U of A Southeastern Region, dated 1/30/74, I came up with the following:

<u>DIVISION</u>	<u>STUDENTS ENROLLED</u>	<u>STUDENT CONTACT HOURS</u>
Academics	1,721	5,096
Career Education	534	2,024
Community Service	418	740

FANTASTIC! A new philosophy in education must be emerging which has as its basis that a good summer offering should include reducing the number of courses that attract students and offering more courses that students don't sign up for.

This brings us to my second major area, those issues that compounded the situation and no doubt will add to reduced enrollment this summer.

First, the lack of faculty input. In the discipline of Speech, we had

received requests from two health-occupation programs to offer certain courses and at specific times so that their students could enroll. Vickie Christie (Speech teacher) submitted a memo that included these requests. The administration developed the Speech schedule and the product was four courses in Speech, not one of which matched any of the six that Vickie had asked for. We have unofficially heard that our memo was a day late for the deadline. Very interesting, when other changes have been made after the deadline. I view this rationale as an excuse, but a poor one at best, for not accepting faculty input.

Another example reflecting this same arrogant behavior in developing the schedule is the treatment of the Instructional Advisory Committee formed as a requirements of the Community College faculty contract. At its first meeting last month, the Dean presented the "unofficial" summer schedule. This was on a Thursday afternoon, and the Committee had until Friday to respond. The Committee made various requests in terms of more courses being needed. A couple were added; however, for the most part the decision had already been made and the "unofficial" schedule stood.

As students you should also realize that class size has been increased almost across the board from 30/35 students to 45. This means that you will receive less time and attention by the teacher, since the class size has been increased approximately 50%. While this might be OK for some courses, I feel it will be a disaster in Speech, where individual speaking assignments are a must; we will probably have to reduce the number of assignments proportionally.

Third, another aspect that you should find interesting is the time scheduling of classes. It looks like a majority of the courses in the Academic Division will be in the evening; there is even a speech course from 8:30 to 10:00 p.m., certainly a poor time for students to stand up and do their thing, after they

have either worked or gone to school all day and have to again work the next day. I feel the time scheduling is not responsive to student desires but rather to administrative convenience (it's easier to find part-time teachers from the community to teach at night.)

The total summer schedule is a disaster and is an obvious attempt by the administration to prove their point--enrollment will be low. As a student, you will find the results disastrous, as you will have difficulty finding courses that you need and want and that you can take. However, while this poor offering exists, the administration will be going on their merry way this summer at a cost in excess of \$133,000.00 to run these courses.

Students, stand up and be heard; this is an issue that you can do something about. First, contact student government and urge them to get involved. Second, phone or telegraph your legislators and let them know how you feel about this. Third, contact the governor's office here in town at 272-1478.

C O U R S E S O F F E R E D

CATEGORY	DISCIPLINE	SUMMER 74	SUMMER 75
3	ABE	32	34
2	ACCT	8	7
1	ANTH	4	3
1	ART	4	1
2	AUTO	8	3
2	BA	4	3
3	BS	10	1
1	BIO	3	1
1	CHEM	1	0
2	CIS	5	3
3	CORR	3	5
2	ET	10	16
1	ECON	3	2
1	ENG	8	9
1	FREN	2	0
2	FST	5	5
1	GEOG	1	0
2	HE	1	3
1	HIST	10	3
3	LS	3	6
2	MA	0	3
1	MATH	7	5
2	MATT	2	1
2	HEDT	10	9
1	MUS	2	0
3	PA	5	7
1	PHIL	3	1
1	PS	4	2
1	PSY	9	6
1	SOC	7	4
1	SPCH	7	4
1	THR	5	0
2	SS	4	17
		132	164

COURSE OFFERINGS BY DIVISION

CATEGORY	SUMMER 74	SUMMER 73
(1) Academics	30	41
(2) Career Ed.	57	70
(3) Community Service	55	53
	<hr/>	<hr/>
	192	164

BARGAINING UNIT MEMBERS BY DIVISION

Academics	64
Career Ed.	42
Community Services	71
Counseling	5
Outlying Colleges	50
	<hr/>
	178

BARGAINING UNIT MEMBERS AND CONTRACT LENGTHS

Less than 9 months	-	8
9 months	-	129
10 or 11 months	-	3
12 months	-	31
		<hr/>
		178

BARGAINING UNIT MEMBERS
CONTRACT LENGTHS BY DIVISION

ACADEMICS		
Less than 9 months	-	7
9 months	-	59
10 or 11 months	-	
12 months	-	3
		<hr/>
		64
CAREER ED.		
Less than 9 months	-	2
9 months	-	24
10 or 11 months	-	2
12 months	-	20
		<hr/>
		48

COMMUNITY SERVICES

Less than 9 months	-	2	
9 months	-	7	
10 or 11 months	-	0	
12 months	-	2	11

OUTLYING COLLEGES

Less than 9 months	-	0	
9 months	-	33	
10 or 11 months	-	5	
12 months	-	2	40

ENROLLMENT SUMMER 74 BY DISCIPLINE

DISCIPLINE	ENROLLMENT	STUDENT CREDIT HOURS
ABE	149	0
ACCT	218	554
ANTH	63	189
ART	92	276
AUTO	113	276
BA	141	423
BS	78	212
BIO	60	135
CHEM	90	132
CIS	51	153
CORR	24	24
ET	72	227
ECON	58	204
ENG	208	603
FREN	29	116
FST	39	132
GEOG	3	9
HE	15	30
HIST	265	795
LS	39	117
MA	0	0
MATH	134	401
MATT	1	3
MEDT	90	135
MUS	25	75
PA	54	162
PHIL	70	210
PS	75	225
PSY	244	732
SOC	175	525
SPCH	142	426
THR	45	135
SS	?	?