

ALASKA LEGISLATURE

2034

HOUSE and SENATE FINANCE COMMITTEE FILES, 1999 - 2000

185

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|---|---|
| Article 14 - Notice of Discipline and Discharge (page 32) | Possession, viewing, or accessing pornography at work defined as egregious misconduct and therefore just cause for immediate dismissal. | Reflects societal and technological changes. | No economic impact. Incorporates State technology policy into contract | State |
| Article 18 - Performance Evaluations Section 18.02 (page 40) Section 18.04 (page 42) | Performance incentive steps granted unless affirmatively denied. 18.04 - Eliminates appeals of evaluations in which employee is rated mid-acceptable or higher. | Provides management with incentive to perform timely evaluations. Eliminates frivolous appeals. | Employer can mitigate any potential impact by performing timely evaluations. Efficiency measure. | Union State |
| Article 19 - Health and Security Section 19.03A (page 43) | Enables Employee Directed Health Benefit Plan on or after July 1, 2000. Establishes Employer Health Benefit contribution at \$515.00/employee/month effective July 1, 2000. | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | \$2485.8 | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|-----------------------------|---|---|----------|-----------|
| Section 19.03B (page 43) | Establishes Employer Health Benefit contribution at \$575.00/employee/month effective July 1, 2001. | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | \$5583.9 | |
| Section 19.03C (page 44) | Establishes Employer Health Benefit contribution at \$630.00/employee/month effective July 1, 2002. | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | \$5118.5 | |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|--|---|--|
| <p>Article 21 – Wages Section 21.01M (page 46)</p> | <p>No change in salary schedule in first year. NOTE: Published prior contract salaries are for 1st year of prior agreement and do not reflect 2nd and 3rd year CPI increases.</p> | <p>The proration of the lump sum payment and delayed implementation of percentage increases are used to finance</p> | | <p>State</p> |
| <p>Section 21.01D (page 49)</p> | <p>All employees who have been in Steps A - F for one year or less and who do NOT advance to Step G shall receive a lump sum payment of \$50.00/pay period for each month in which the State made a health insurance contribution on the employee's behalf in the prior twelve months up to a total payment of \$1200.00. Payment to be made prior to July 31, 2000.</p> | <p>Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule.</p> | <p>\$5,795.4</p> | <p>State / Agreement does not exceed State economic package.</p> |
| <p>Section 21.01 A & F (page 49)</p> | <p>Step G is established as a performance incentive step for employees who have been at Step F for more than one year.</p> | <p>Step G is funded from within the total economic package by proration of lump sum payment.</p> | | |
| <p>Article 21.02 Section B (page 50)</p> | <p>Levelized longevity steps at 3.75%.</p> | <p>Levelized longevity steps are consistent with statute.</p> | <p>\$521.6 Funded by the delay in implementation of the 3% increase</p> | <p>State / Agreement does not exceed State economic package.</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|---|-----------|
| Article 24 – Holidays (page 59) | Overtime exempt employees required to work a holiday compensated by crediting a day of leave. | Equity - OT eligible employees receive holiday pay and time and one half for hours worked on a holiday. | Change of work hours. | Union |
| Article 26 - Personal Leave (page 70) | Enables transition to Personal Leave system supplanting the current sick/annual system. | Satisfies long term State objective of moving all bargaining units to the personal leave system, which system is less susceptible to abuse and results in cost savings over time as well as increased productive hours. | No appropriation required. The general government unit is the last remaining white collar unit in the old annual/personal leave system. When the staged conversion is complete, all major employee groups will be on same system. | State |
| Article 40 – Legislative Action (page 84) | No strike - no lockout provision waived if Legislature fails or refuses to fund the agreement. | | | Union |
| Article 42 – Duration of Agreement (page 85) | Parties agree that the 1996 - 1999 agreement is extended as to its terms to June 30, 2000, if successor agreement is approved. Successor agreement is effective from July 1, 2000, to June 30, 2003. | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|-----------|---|-----------|
| Labor Management Committee on Delivery of Public Services (page 116) | Establishes a joint labor and management committee to review the modernization, effectiveness, and efficiency of the delivery of public services. | | Provides a relatively informal and non-adversarial forum to address issues such as telecommunications changes and privatization issues. | State |

Summary of Contract Changes

ALASKA VOCATIONAL TECHNICAL EDUCATION CENTER AVTECA

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|--|---|
| Article 9-Labor Management Committee Page 7 | Clarifies that there will be no monetary or leave cost to the union as a result of their participation in the Statewide Labor Management Committee on Delivery of Public Services | State request to participate in LMC. Smaller units do not have sufficient business leave to allow participation | Minimal-LMC should result in minimal cost | Union and state |
| Article 18-Health & Safety Sect 3A 1,2, & 3 page 17 | Sets employer health care contribution at \$515.00/month effective 7/1/00, \$575.00/month effective 7/1/01, \$630.00/month effective 7/1/02 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$25,700 (total funds) FY 02 \$23,811 (total funds) FY 03 \$21,825 (total funds) | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|--|--|--|
| Sect. 3B page 19 | Defines process & conditions for moving to a health trust | One of the goals of the administration is to explore the merits of a health trust environment for cost containment purposes; provides incentives for all parties to save on health costs. | Employee directed healthcare coverage may be better tailored to individual unit needs. | State |
| <p>Article 19-Salary Sect. 2A page 19</p> <p>Sect. 2B page 19</p> <p>Sect. 2C page 19</p> | <p>\$1200 one time flat payment less required employee deductions and employer contributions 7/1/00</p> <p>2% salary increase effective 7/1/01</p> <p>3% salary increase effective 7/1/02</p> | <p>Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule.</p> <p>Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.</p> <p>Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.</p> | <p>\$40,500.00 (total funds)</p> <p>\$40,759.00 (total funds)</p> <p>\$62,361.00 (total funds)</p> | <p>State / Agreement does not exceed State economic package.</p> <p>State / Agreement does not exceed State economic package.</p> <p>State / Agreement does not exceed State economic package.</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|--|--|---------------------------|
| <p>Article 30-Substitute Teachers Sect. 3 page 34</p> <p>Sect. 5 page 34</p> | <p>Defines how negotiation of pay for substitutes will take place</p> <p>Defines process if substitute teacher assignment exceeds 10 months</p> | <p>Allowing the substitute to request re-negotiation of pay is good policy and improves morale</p> <p>Clarify how subs are used and improve morale</p> | <p>No monetary impact</p> <p>No monetary impact</p> | <p>Union</p> <p>Union</p> |
| <p>Article 37-Duration page 38</p> | <p>Specifies 3 year contract with no re-openers</p> | <p>Three year contracts were a goal of the administration for all units.</p> | <p>Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act.</p> | <p>State</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|---|-----------------|
| Article 35—Duration of Agreement (page 47) Section A | Specifies 3 year agreement | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. | State |
| Section D | Waives provisions of Article 4, Sect. 1, no strike no lockout if legislature fails to fund monetary terms and negotiations do not result in a new agreement | Standard contract language if there is no negotiated agreement after failure to fund | Possible labor action | Union and state |
| Section E | Specifies time period, December 1, 2002 for beginning negotiation of successor agreement | Need to specify time for notice and time to re-enter negotiations for successor agreement | Re-enter negotiations with union for successor agreement | State |

Summary of Contract Changes

CONFIDENTIAL EMPLOYEES ASSOCIATION, APEA/AFT
CEA

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|---------|-----------------|
| Article 7.01 – Workweek (page 7) second paragraph | Add the phrase “within the pay period.” | Clarifies the section and complies with current practice. | No cost | Union |
| Article 7.06 – Holidays (page 8) subsection A, last paragraph | Add the phrase “long-term nonpermanent.” | Conforming language to the rest of the contract. | No cost | Union |
| Article 8.03 – Medical Leave Bank and transfer of Accrued Sick Leave (page 11) subsection A | Employees transferring into the Confidential unit shall have fifty per cent (forty percent under the prior agreement) of sick leave converted to personal leave and fifty per cent (sixty per cent under the prior agreement) to a medical leave bank. | Conforms to all other collective bargaining agreements. | No cost | State and union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|---|------------------------------|
| Article 8.07 – Leave Cash-In (page 13) | Add the phrase “at the annualized hourly rate of pay.” | Clarifies the section and complies with current practice. | No cost | Union |
| Article 8.13 – Other Approved Absences (page 15) | Allows leave of absence with pay and clarifies that service credit shall not accrue during a period of leave without pay. | Gives managers the option to grant an extended leave for the good of the organization with or without pay and clarifies current practice of not allowing accrual of service credit while an employee is on leave without pay. | No cost | Union |
| Article 13.01 – Wages Subsection A (page 22) Subsection C (page 23) | Effective July 1, 2000, steps J, K, L and M shall be established at 3.75% above the previous step at each range. Controls movement and pay for longevity increments during the period of July 1, 2000 to July 31, 2001 when a new longevity pay schedule goes into effect. | “Squares” the salary schedule to the statutory amount and gives an equal increase in wages at all longevity step levels. Retains current longevity increment system before a new system begins. | \$10,000 Funded from proration of \$1200 lump sum amount. No cost | Union State and union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|------------------------|--|---|--|---|
| Subsection D (page 23) | Provides a lump sum payment equal to \$50, less mandatory employer and employee contributions, for each period during FY 2000 in which a person was in pay status – same as the \$1,200 lump sum payment to other bargaining units – specifies that individual employees may elect to contribute all or part of the payment to their Deferred Compensation Plan. This subsection applies specifically to employees in steps A through F. | Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule. | \$246,100 (total funds) – includes employees in all pay ranges. Proration creates cost savings to fund a portion of increased employer contribution to health insurance. | State / Agreement does not exceed State economic package. |
| Subscction E (page 23) | Same \$50 lump sum payment for employees in steps J through M – also provides that the lump sum payment will be reduced by \$5 for each \$5 increase in pay under the salary schedule in subsection A. | Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule. | See above total funds | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|------------------------|--|--|--|---|
| Subsection F (page 23) | 2% salary increase effective August 1, 2001 and establishes a new Service step J – no one currently in the bargaining unit will move to the new step during the life of the agreement. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$205,858 (total funds) Delayed implementation of 2% increase. Funds increased costs of Subsection A. | State / Agreement does not exceed State economic package. |
| Subsection G (page 24) | 3% salary increases effective August 1, 2002. Delayed employee to help cover increased cost to health insurance. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$314,950 (total funds) Delayed implementation funds increased costs in Section A | State / Agreement does not exceed State economic package. |
| Subsection H (page 25) | Changes the time required to move from step K to step L from five years to three years and from step L to step M from four years to three years and establishes that it will take three years to move from step M to the new step N. | Assists the state with recruitment and retention concerns, recognizes the need to retain trained and qualified individuals. | No cost | State |
| Subsection I (page 25) | After August 1, 2001, changes any reference to “longevity increments” or “longevity steps” to “service increments” or “service steps.” | Clean up language | No cost | State and union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|---|---|
| Article 13.15 Overpayments (page 28) | Adds new section to the contract providing that overpayments to an employee discovered after one year are forgiven provided the employee was not involved in the error. | Specifies how long the state has to find and correct an overpayment problem. | Incentive to resolve overpayment problems in a timely manner. | Union |
| Article 14.01 – Employee Health Insurance Plan (page 28) second, third and fourth paragraphs | Sets employer contribution at \$540.00/month effective 7/1/2000; \$575.00 effective 7/1/2001 and \$630/month effective 7/1/2002 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$98,100 (total funds) FY 02 \$85,977 (total funds) FY 03 \$135,103 (total funds) | State / Agreement does not exceed State economic package. |
| Article 14.03 – Health Trust (page 29) | Provides for the process for the Association to move to a health insurance trust, participation in a health care coalition or other appropriate delivery mechanism. Adds language for remission of fifty percent of any savings if plan costs are less than the monthly employer contribution. | One of the goals of the administration is to explore the merits of a health trust environment for cost containment purposes; provides incentives for all parties to save on health costs. | Employee directed healthcare coverage may be better tailored to individual unit needs. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|---|---|-----------|
| Article 27 – Term of Agreement (page 43) | Specifies 3-year agreement from 7/1/00 to 6/30/03. Specifies dates for giving notice of negotiations for successor agreement and what will occur should the legislature not fund the agreement. | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. | State |

Summary of Contract Changes Wage and Health Reopener Only

INLANDBOATMEN'S UNION OF THE PACIFIC
(IBU-P)

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|--|--|---|
| <p>Rule 17 – Pay Plan Note: 2000-2003 CBA Section 17.01 A (page 19)</p> | <p>\$1,200 lump sum payment, less required employee deductions and employer contributions, to all bargaining unit members no later than July 31, 2000. This payment will be prorated based on employee pay status from May 1999 to June 2000.</p> <p>The proration creates a savings to provide a slightly higher lump sum payment to Jr. Engineers and Oilers.</p> <p>Current salary schedule stay in effect until June 30, 2001.</p> | <p>Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule.</p> <p>This additional amount recognizes the Union's desire to restructure the package for these classifications.</p> | <p>\$675,000 (total cost)</p> <p>No economic impact beyond package provided above.</p> | <p>State / Agreement does not exceed State economic package.</p> <p>Union and State</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|--|------------------------|---|
| Rule 17 – Pay Plan Note: 2000-2003 CBA Section 17.01 (page 20) | 2% salary increase effective July 1, 2001. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$554,738 (total cost) | State / Agreement does not exceed State economic package. |
| Rule 17 – Pay Plan Note: 2000-2003 CBA Section 17.01 (page 20) | 3% increase effective July 1, 2002. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$848,748 (total cost) | State / Agreement does not exceed State economic package. |
| Rule 17 – Pay Plan Note: 2000-2003 CBA Section 17.10 | Delete Rule 17.10 | Employer complied with this requirement in the previous agreement. | No economic impact | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|---|---|
| Rule 29 -- Health and Welfare Section A-F (page 46) | Sets employer contribution at \$515.00/month effective 7/1/2000, \$575.00 effective 7/1/2001, \$630/month effective 7/1/2002. Lays out detail for eventual health trust authorized in previous contract. | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$452,400 (total cost) FY 02 \$417,600 (total cost) FY 03 \$382,800 (total cost) | State / Agreement does not exceed State economic package. |
| Rule 39—Term of Agreement (page 53) | Specifies 3 year agreement | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|--|---|-----------------|
| Rule 9 – Occupational Injury and Illness Benefits (page 6) Section 9.03 | Reflects a change in the State's group insurance carrier. | Change carrier name. | No economic impact | State |
| Rule 11 – Cash Allowance for Subsistence and Quarters (page 7) Section 11.02 | Meal rate increase from \$41/day to \$42/day. | Comports with Administrative Manual rate. | \$3,000 (total cost). Funded increase with a portion of \$1,200 lump sum amount. | Union |
| Rule 16 – Shipyard and Terminal Work (page 14) Section 16.10 | The parties will meet and negotiate if initiating conditions found in Rule 35 are met. | The State sought this change to provide for negotiation of this non-mandatory term when required by impacts to the AMHS. | Impacts to the AMHS as defined in Rule 35. | State |
| Rule 17 - Pay Plan (page 14) Section 17.01 A | Current salary schedule stay in effect until June 30, 2001. | Maintain same base salary schedule. | \$0 In lieu of \$1,200 lump sum amount MIEBA elected to use this amount to fund increase for Rules 11, 17, 22, and 28. | Union and State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|--|---|---|
| Rule 17 Pay Plan (page 14) Section B | Increase in Nonwatch Pay effective July 1, 2001. | Recognizes cost of living increases for employees and does not change base salary schedule. Note: in lieu of \$1,200 flat payment. | \$49,133 (total cost for FY02 and FY03) Allows the employer to recognize the contribution of the most experienced Engineer Officers without increasing their base rate of pay. | Union and State |
| Rule 17 - Pay Plan (page 15) Section 17.02 B | Addresses calculation for COLD payments when working in another classification. | Provides clarification language regarding treatment of COLD payment related to classification matters. | No economic impact. Reduces admin. burden by using the PFD as a crosscheck provided for in Alaska State Statute. | State |
| Rule 17 Pay Plan (page 16) Section 17.05 | 2% salary increase effective July 1, 2001. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$64,800 (total cost) | State / Agreement does not exceed State economic package. |
| | 3% increase effective July 1, 2002. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$59,400 (total cost) | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|--|---|-----------|
| Rule 17 Pay Plan (page 16) Section 17.07 A | Adds language identifying MEBA and corrects error from previous contract when referring to wrong section. | Clean up language | No economic impact | Union |
| Rule 22 – Overtime (page 20) Section 22.04 | Increase in penalty pay rate effective July 1, 2000. Refer to Rule 15.02 A – F for specific conditions that apply. | Penalty pay increase from \$6.94/hr to \$13/hr. | \$22,977 (total cost) Note: in lieu of \$1,200 flat sum amount. | State |
| Rule 23 – Leave (page 21) Section 23.03 E | Establishes guidelines for personal leave account balances for officers. | Defines personal leave account balance that may be maintained by officers. | No economic impact. This reinforces that the employer may force employees on to vacation to provide work opportunities for other employees. | Union |
| Rule 23 - Leave (page 21) Section 23.05 | Establishes the calculation for determining personal leave payrate associated with temporary upgrade classifications. | Memorializes the practice of the employer with regard to pay when Officer works in a temporary upgrade position. | No economic impact. This allows the employer to continue to use Engineer officers in temporary upgrades without creating new positions. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|--|--|-------------------------------------|
| <p>Rule 23 - Leave (page 23) Section 23.06 C</p> <p>Rule 23 - Union Business Leave Bank (page 23) Section 23.07 A</p> | <p>Establishes leave conversion between Southeast and Southwest systems.</p> <p>Defines how employer will make payments to Union Business Leave Bank.</p> | <p>Provides mechanism that allows officers to work in both systems without penalizing them financially.</p> <p>Internal Union equity matter.</p> | <p>No economic impact. Provides the Engineer Officer a method to maintain consistent paychecks by using their own leave.</p> <p>No economic impact</p> | <p>Union and State</p> <p>Union</p> |
| <p>Rule 24 - Holidays (page 26) Section 24.06</p> | <p>Adds prior agreement language regarding Lincoln's Holiday.</p> | <p>Clean up language that incorporates prior agreement into current master agreement.</p> | <p>No economic impact</p> | <p>State and Union</p> |
| <p>Rule 26 - Seniority (page 28) Section 26.07 A</p> <p>Section 26.07 B</p> | <p>Establishes time periods related to posting and filling positions.</p> <p>Defines time periods associated with employer filling vacancies.</p> | <p>Provides flexibility for employer when filling positions.</p> <p>Specifies that a position will be filled within 30 days of closing bid.</p> | <p>No economic impact</p> <p>No economic impact</p> | <p>State and Union</p> <p>Union</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|---|---|
| Section 26.08 | Defines who will participate in providing recommendations for transfer or bid opportunities. | Establishes how recommendation process will work. | No economic impact | Union |
| Rule 27 – Health and Welfare (page 28) Section A-G | Sets employer contribution at \$515.00/month effective 7/1/2000, \$575.00 effective 7/1/2001, \$630/month effective 7/1/2002 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$70,200 (total cost) FY 02 \$131,419 (total cost) FY 03 \$201,071 (total cost) | State / Agreement does not exceed State economic package. |
| Rule 27 – Health and Welfare (page 30) Section 27.04 A | Increase in benefit for Temporary Relief Engineer. In lieu of \$1,200 flat payment amount. | Provide increase from \$27.50/day to \$31.00/day effective January 1, 2000. | \$4,291 (total cost a year) | Union |
| Rule 27 -Health and Welfare (page 30) Section 27.05 A and B | Adds language for MEBA retirees. | Provides MEBA with a communication vehicle associated with retiree benefits. | No economic impact | Union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|---|--|-----------|
| Rule 28 – Pensions (page 31) Section 28.04 | Outlines amount of MPB employer contribution that will be allocated for each permanent Engineer Officer in order to fund UBLB. | Provides MEBA with a communication vehicle associated with retiree benefits. | No economic impact | Union |
| Rule 28 – Pensions (page 30) Section 28.05 A, B, C, D and E | Adds language for MEBA retirees. | Provides MEBA with a communication vehicle associated with retiree benefits. | No economic impact | Union |
| Rule 32 – Pass Privileges (page 33) Section 32.01 A, 32.03, Section 32.07 A and D | Clarifies pass privileges for Engineer Officers. | Provides enhancements to Engineer Officers while balancing operational needs. | No economic impact. Benefit continues to be on a space available basis only. A shift from weight privilege to length; standardizes program with tariff schedule. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|------------------------------------|--|---|-----------------|
| Rule 37 – Education (page 36) Section 37.02 A, B, C and D | Clarifies educational requests. | Provides guidelines for determining training opportunities. | No economic impact. Recognizes that employer will maintain discretion in non-mandatory training area in order to manage limited resources. | Union and State |
| Rule 39 - Term of Agreement (page 36) Section 39.01 | Specifics 3 year agreement | Three year contracts were a goal of the administration for all units. | Provides stable labor- management environment for the longest term permitted by the Public Employment Relations Act. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|--|-----------|
| M/V Tustumena Supplemental Rule 22 Overtime (page 42) Section 22.03 | Provides pay benefit to officer if employer fails to relief them as scheduled. | Acts to ensure that employer schedules in advance in order to avoid cost of premium pay. | Minimal cost impact. Employee morale enhanced. | Union |
| M/V Tustumena Supplemental Rule 23 - Personnel Leave (page 42) Section 23.01 | Provides personal leave accrual option in lieu of 23.01. | Creates alternative option to personal leave accrual. | No economic impact. Provides standardization of leave accrual system with this one vessel. Changes employees from an accruing leave to a non accruing leave. | Union |
| M/V Bartlett Supplemental Agreement Rule 22 -- Overtime (page 48) Section 22.03 | Requires employer to pay overtime to an officer in the event he is not relieved after assignment is complete. | Compensates officer not to exceed five (5) days if the officer is required to work beyond assignment. | Minimal cost impact | Union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|--|--|-----------|
| M/V Bartlett Supplemental Rule 23 - Personnel Leave (page 48) Section 23.01 | Alternative personal leave accrual option in lieu of Rule 23.01. | Creates an alternative option to the personal leave accrual noted in 23.01. | No economic impact. Provides standardization of leave accrual system with this one vessel. Changes employees from an accruing leave to a non accruing leave. | Union |
| M/V Bartlett Supplemental Rule 23 - Personnel Leave (page 48) Section 23.05 | Defines rate of pay for personal leave accrual in instances when officer is working in a temporary upgrade position. | Creates an alternative option to the personal leave accrual noted in 23.01. | No economic impact | Union |
| Port Engineers Supplemental Agreement Rule 17 - Pay (page 54) Section 17.01 | Defines how engineering officers will accrue personal leave. | Clarifies how personal leave will be accrued for officers working in temp. assignments. | No economic impact. Encourages fleet engineers to work ashore for temporary assignments. | State |
| M/V Kennicott Supplemental Rule 23 - Personal Leave (page 64) Section 23.11 | Reduces the time period associated with leave accrual from 30 days to 28. | Time period to reflect 28 days. Reflects current practice in work scheduling. | Minimal economic impact. Allows the employer to more reliably hire temporary relief workers. | Union |

Summary of Contract Changes

MASTERS, MATES AND PILOTS MMP

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|---|---|-----------|
| Rule 1 – Scope (page 1) Section 1.01 | Add M/V Kennicott to the list of vessels covered under the scope provision. | Clarifies the vessels under agreement with MMP. | No economic impact | Union |
| Rule 5 – Union Membership (page 2) Section 5.03 | Added Hudson language from U.S. Supreme Court decision. | Releases the employer from liability when the Union requests termination of employee for non-payment of dues. | Holds employer harmless. Protects employer's liability if the union mistakenly or incorrectly requests termination. | State |
| Rule 9 – Occupational Injury and Illness Benefits (page 4) Section 9.02 | Increase payment of maintenance under doctrine of maintenance and cure. | Provides increased benefit to employees in the event they are unable to work due work related injury. | The cost is approximately \$10,000 per year and is offset by the elimination of year long "set up" pay in Rule 17.04. | Union |
| Section 9.03 | Change carrier name. | Reflects a change in the State's group health insurance carrier. | No economic impact | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|---|--|-------------------------------------|
| <p>Rule 17.01 (page 14) Section C</p> <p>Rule 17.04 Vacation Relief Deck Officers' (page 15)</p> | <p>3% increase effective July 1, 2002.</p> <p>Modifies the pay received for the Vacation Reliefs.</p> | <p>Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.</p> <p>Pay modification for Vacation Reliefs to reflect majority of time worked in job class.</p> | <p>Approximately \$17,000 in savings; offsets the improvements received in Rule 9.</p> <p>No economic impact</p> | <p>State</p> <p>Union and State</p> |
| <p>Rule 18 -- Hours -- Vessels on the Run (page 15)</p> | <p>Incorporates work hours for the M/V Tustumena supplemental into Master Agreement.</p> | <p>Operational efficiency</p> | <p>Cost savings associated with incorporating the M/V Tustumena supplemental into Master Agreement.</p> | <p>State and Union</p> |
| <p>Rule 19 -- Monthly Work (page 16) Section 19.04</p> | <p>Incorporates work assignment for the M/V Tustumena supplemental into Master Agreement.</p> | <p>Operational efficiency</p> | <p>Cost savings associated with incorporating the M/V Tustumena supplemental into Master Agreement.</p> | <p>State and Union</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|--|-----------------|
| Rule 22 – Overtime (page 17) Section 22.02 B | Incorporates work assignment for purposes of overtime calculation regarding the M/V Tustumena supplemental into Master Agreement. | Operational efficiency | Cost savings associated with incorporating the M/V Tustumena supplemental into Master Agreement. | State and Union |
| Rule 23 -- Use of Vacation (page 19) Section 23:03 C | Provides additional guidance to the Union Vacation Committee representatives. | Memorializes current practice and limits its expansion. | No economic impact. | Union and State |
| Rule 26 -- Seniority (page 23) Section 26.01 B | Adds language that precludes seniority from accruing in instances of temporary emergency assignments. | Maintains and clarifies seniority provision. | No economic impact. | Union |
| Rule 27 -- Health and Welfare (page 25) Section A-F | Sets employer contribution at \$515.00/month effective 7/1/2000, \$575.00 effective 7/1/2001, \$630/month effective 7/1/2002 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$58,500 (total cost) FY 02 \$119,275 (total cost) FY 03 \$182,491 (total cost) | State |

| | | | | |
|---|---|---|---|-------|
| Rule 29 - Sick Leave (page 27) Section 29.04 | Defines time period associated with requirement for providing a doctor's certificate. | In the event an employee is sick, it allows relief for up to five (5) days before requiring a doctor's certificate. | No economic impact. Relieves parties of administrative burden by recognizing that leave abuse does not occur with professional deck officers. | Union |
| Rule 29 - Sick Leave (page (28) Section 29.06 | Clarification language related to FMLA and Alaska Family Leave Act (AFLA. | Clean up language. | No economic impact. | State |
| Rule 32 Pass Privileges (page 29) Section 32.01 A, B, C; Section 32.02; Section 32.03; A, B, C and D; Section 32.05; Section 32.07 A and B | Clarifies pass privileges for deck officers. | Balances operational needs with employee benefit. | No economic impact. All benefits remain space available. Shift from weight privilege to length which is consistent with tariff. | State |
| Rule 37—Term of Agreement (page 33) Section 37.01 | Specifies 3 year agreement | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. | State |
| Appendix B | Delete | Eliminate Me Too | Precludes MMP from receiving benefits they did not specifically bargain for. | State |

| | | | | |
|--------------------------------------|--|------------------------|--|-----------------|
| Appendix C | Delete | Eliminate Me Too | Precludes MMP from receiving benefits they did not specifically bargain for. | State |
| Supplemental Agreement M/V Tustumena | Delete Supplemental Agreement and incorporate into Master Agreement. | Operational efficiency | Cost savings associated with incorporating the M/V Tustumena supplemental into Master Agreement. Administrative burden should decrease with standardization. | State and Union |

Summary of Contract Changes

PUBLIC EMPLOYEES LOCAL 71 LTC

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|---------------------------|---|
| Article 13.02 – Wage Schedule & Step Placement (page 9) new section 1 | \$1200 lump sum payment, less required employee deductions and employer contributions, to all bargaining unit members with a pro ration of the payments for seasonal and new employees – payable no later than July 31, 2000. | Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule. | \$1,740,200 (total funds) | State / Agreement does not exceed State economic package. |
| Article 13.02 – Wage Schedule & Step Placement (page 9) new section 2 | Provides for effective dates of the agreement. | Clarifies the dates of the agreement during which the salary schedules are in effect. | No cost | State and union |
| Article 13.02 – Wage Schedule & Step Placement (page 10) Section A | New wage schedules for the period 7/1/99 to 6/31/01 adding new wage group 49 and 61 | Clean up language to comply with current wage groups. | No cost | State and union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|---|---|
| <p>Article 13.02 – Wage Schedule & Step Placement</p> <p>(page 10) new wage schedule added</p> <p>(page 10)</p> | <p>2% salary increase effective 7/1/2001</p> <p>3% salary increase effective 7/1/2002</p> | <p>Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.</p> <p>Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is.</p> | <p>\$1,606,612 (total funds – includes 2% increase to Service Bonus steps in 13.04)</p> <p>\$2,458,135 (total funds – includes 3% increase to Service Bonus steps in 13.04)</p> | <p>State / Agreement does not exceed State economic package.</p> <p>State / Agreement does not exceed State economic package.</p> |
| <p>Article 13.03 – Job Classification</p> <p>(page 10) Section A</p> | <p>Job titles changed to reflect new job classifications.</p> | <p>Clean up language</p> | <p>No cost</p> | <p>State and union</p> |
| <p>Article 13.04 – Service Bonus</p> <p>(page 14)</p> | <p>Add reference to new step E.</p> | <p>Conforming language to the rest of the contract.</p> | <p>No cost</p> | <p>State and union</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|---|---|--|
| (page 14) New wage schedules (page 14) | Add a new step E, beginning July 1, 2002 for employees with 15 or more years of service and who have been at step D for at least 2 years. New wage schedules set out in contract. | Recruitment and retention of employees, especially well trained employees, with more than 15 years of service. Clean up to keep contract consistent. | \$547,744 (total funds) – savings from employees in frozen salaries who will not receive the 2% and 3% raises. No cost | State / Agreement does not exceed State economic package. State and union |
| Article 13.05 – Subsistence (page 15) first paragraph | Adds reference to new wage groups 49 and 61. | Conforming language to the rest of the contract. | No cost | State and union |
| Article 22.01 – Duty Station Seniority (page 31) first paragraph | Deletes reference to Division of Design and Construction within DOT/PF as it no longer exists and clarifies that this subsection only applies to employees working in design and construction in DOT/PF. | Clean up language to reflect reorganization or DOT/PF. | No cost | State and union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|--|---|---|
| <p>Article 23.01 – Health Insurance (page 33) third, fourth and fifth paragraphs</p> <p>Seventh paragraph</p> | <p>Sets employer contribution at \$570.00/month effective 7/1/2000; \$590.00 effective 7/1/2001 and \$630/month effective 7/1/2002</p> <p>Adds language for remission of fifty percent of any savings if plan costs are less than the monthly employer contribution.</p> | <p>Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units.</p> <p>Employer and employee incentive to save on the cost of health insurance.</p> | <p>FY 01 \$352,400 (total funds) FY 02 \$352,155 (total funds) FY 03 \$704,309 (total funds)</p> <p>No cost</p> | <p>State / Agreement does not exceed State economic package.</p> <p>State</p> |
| <p>Article 23.03 Health Insurance Rate Adjustment (page 33)</p> | <p>Clean up language to delete reference to re-negotiation of the health insurance language and changes the date by which the union will provide an actuarial analysis of their trust fund to the state.</p> | <p>Proposed three-year agreement does not need re-opener language.</p> | <p>No cost</p> | <p>State and union</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|--|---|---|
| Article 25 – Tool Allowance (page 34) first paragraph | Changes titles of wage groups to reflect changes made in Article 13.03. | Conforming language to the rest of the contract. | No cost | State and union |
| Article 29 – Term of Agreement (page 39) 29.01 29.04 (old contract) 29.05 (old contract) 29.06 (old contract) 29.04 (new contract) | Specifies 3 year agreement Delete Delete Delete Language the same as old contract 29.07. | Three year contracts were a goal of the administration for all units. Language not required – standard procedure. Re-negotiation language not needed – three-year contract. Language not needed – no re-negotiation language. Re-number section to reflect elimination of sections listed above. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. No cost No cost No cost No cost | State State and union State and union State and union State and union |

Summary of Contract Changes

PUBLIC SAFETY EMPLOYEES ASSOCIATION CORRECTIONAL OFFICERS

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|--|---|
| Article 9-Employment Status (page 10) Section 9.8-Transfers | Reduced the number from 5 to 3 most senior candidates on the transfer list to be given first consideration and opportunity to interview for transfer to vacant position | Provide more opportunity for more senior employees to be selected for transfer | No economic impact | Union |
| Article 17--Insurance (page 30) Section 17.3 | Sets employer contribution at \$515.00/month effective 7/1/2000, \$575.00 effective 7/1/2001, \$630/month effective 7/1/2002 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$285,800.00 (total cost) FY 02 \$511,701.00 (total cost) FY 03 \$469,059.00 (total cost) | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|--|---|-----------------------------|---|
| Article 21--Wages (page 40) Section 21.1 | \$1200 lump sum payment, less required employee deductions and employer contributions, to all bargaining unit members no later than July 31,2000 | Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule. | \$853.200.(total cost) | State / Agreement does not exceed State economic package. |
| | Current salary schedule stays in effect until June 30, 2001 | Maintain same base salary schedule | \$0 | State |
| | 2% salary increase effective 7/1/2001 | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$798.694.00 (total cost) | State / Agreement does not exceed State economic package. |
| | 3% salary increase effective 7/1/2002 | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$1,302,549.00 (total cost) | State / Agreement does not exceed State economic package. |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|--|--|--|
| Article 24-Safety and Health (page 46) Section 24.2B Monitored Health | Remove language requiring annual physical evaluations to include tests for occupational exposures | Change makes contract consistent with previous contract requirement for receiving annual physical reimbursement | Minimal Impact- Employer reimbursement of \$105.00 for annual physical evaluation remains unchanged | Union |
| Article 37—Duration of Agreement (page 54) | Specifies 3 year agreement Specifies time period, November 1-30, 2002, for giving notice to begin negotiation of successor agreement | Three year contracts were a goal of the administration for all units Need to specify time for notice and time to re-enter negotiations for successor agreement | Provides stable labor- management environment for the longest term permitted by the Public Employment Relations Act. Re-enter negotiations with union for successor agreement | State State |

Summary of Contract Changes

PUBLIC SAFETY EMPLOYEES ASSOCIATION PSEA--Troopers

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---|---|---|--|----------------------------|
| Article 8-Travel & Per Diem Sect. 1 page 13 Sect. 3 page 13 | Members may receive a higher allowance with department approval Sets meal allowance equal to that in the Administrative Manual | Clarify current practice Standardize meal allowance | No cost impact Minimal cost impact | Union & State State |
| Article 14-Leaves of Absence for Permanent Employees Sect 1h page 39 | Section reformatted with the following changes: Balance required to be maintained after leave cash in reduced from 45 days to 40 hrs., number of cash in allowed changed to 3 from 1 and others with hardship, payment will be no later than 1 pay period instead of within 10 days | Change brings this contract closer to practice in other bargaining units. | No major administrative impact and no cost impact. | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--------------------------------------|--|--|---|---|
| Sect. 6f page 42 | Clean-up language on administrative leave. Final sentence allows for a delay in the onset of coverage for a work related injury or illness | Clarification eliminates interpretation questions | No cost impact | Union & State |
| Article 15-Wages Sect. 1b page 44 | 2% salary increase effective 7/1/01 | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$669,433.00 (total funds) | State / Agreement does not exceed State economic package. |
| Sect. 1c page 44 | 3% salary increase effective 7/1/02 | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$1,024,238.00 (total funds) | State / Agreement does not exceed State economic package. |
| Sect. 3 page 44 | Geographic Differential steps increased for Klawock from 2 to 3, Kodiak from 2 to 4 | Recognize the higher cost of living in Klawock and Kodiak | Funded by a reduction in the \$1200 lump sum payment of \$280 per member. | Union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|------------------|---|---|---|-----------|
| Sect. 2B page 62 | Employer health care contribution \$575.00 per month effective 7/1/2001 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 02 \$136,752.00 (total funds) | State |
| Sect. 2C page 62 | Employer health care contribution \$630.00 per month effective 7/1/2002 | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 03 \$263,907.00 (total funds) | State |
| Sect. 2D page 62 | Contributes a one time payment of \$920 per member to the health trust on 7/1/2000. | Union wants to insure that their health trust is funded adequately to maintain its long term viability and to provide quality health care to its members | Remainder of \$1200 lump sum payment funds this provision (\$920 per member). | Union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|---------------------------------------|--|---|---|-----------|
| Sect. 2E page 62 | Provides if PSEA trust obtains health care at a cost less than the employer contribution 50% of savings will be remitted to state and 50% to employee | One of the goals of the administration is to explore the merits of a health trust environment for cost containment purposes; provides incentives for all parties to save on health costs. | Employee directed healthcare coverage may be better tailored to individual unit needs. | State |
| Sect. 2I page 62 | Specifies employee contribution until changed by health trust board of trustees | Allows members to know what their contribution rate will be and how changes in employee contribution is made | None to state | Union |
| Sect. 2G-I page 62 | Clarifies relationship between trust and state | Avoid future disputes on reporting etc. | Increased efficiency | State |
| Article 36-Duration of Agreement page | Specifies term of agreement from 3/1/2000 through 2/28/2003 with no re-openers. Specifies that bargaining for a successor agreement will begin on or after January 1, 2003 | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act. | State |

Summary of Contract Changes

TEACHERS' EDUCATION ASSOCIATION OF MT. EDGECUMBE TEAME

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|--|--|-----------------|
| Article 1-General Provisions (page 1) Section i- Nondiscrimination | Add the terms physical or mental disability, pregnancy, and parenthood to nondiscrimination provision. | Clarify scope of nondiscrimination to make language consistent with AS18.80.200. | No economic impact | Union and State |
| Article 2 -Negotiations Procedure Section 2-inaugurating Negotiations (page 2) | Specifies time period, December 1, 2002 for beginning negotiation of successor agreement. | Need to specify time for notice and time to re-enter negotiations for successor agreement. | Re-enter negotiations with union for successor agreement. | Union and State |
| Article 3—Duration of Agreement (page 3) Section 1 | Specifies 3 year agreement | Three year contracts were a goal of the administration for all units. | Provides stable labor-management environment for the longest term permitted by the Public Employment Relations Act | State |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|---|--|---|
| Article 4-Association Rights (page 3& 4) Section 5 | Add section to clarify that there will be no monetary or leave cost to the Union as a result of participation in statewide labor management Committee on Delivery of Public Services. | State request to participate in LMC. Smaller units do not have sufficient business leave to allow participation. | Impact minimal-LMC meetings should not result in travel costs to this union. | Union |
| Article 12-Leave (page 18) Section 3 Family Leave | Add heading "Parental Leave" to section 3 and change the word annual to personal leave and change the words "sick leave" to "banked sick leave." | Textual changes required to clarify and make contract terms consistent with practice. | No economic impact | State |
| Article 13--salary (page 24) Section 1 | <p>\$1200 lump sum payment, less required employee deductions and employer contributions, to all bargaining unit members no later than July 31, 2000.</p> <p>Current salary schedule stays in effect until June 30, 2001.</p> | <p>Lump sum payment defrays cost of living increases and past increases in the cost of health insurance for employees without changing the base salary schedule.</p> <p>Maintain same base salary schedule.</p> | <p>\$21,100.00 (total cost)</p> <p>\$0</p> | <p>State / Agreement does not exceed State economic package.</p> <p>State</p> |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|--|--|--|---|
| Section 2- (page 25) Salary placement credit | 2% salary increase effective 7/1/2001. | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$21,733.00 (total cost) | State / Agreement does not exceed State economic package. |
| | 3% salary increase effective 7/1/2002 | Salary adjustment offsets anticipated cost of living increases; and will help make the state more competitive as an employer than it currently is. | \$33,241.00 (total cost) | State / Agreement does not exceed State economic package. |
| | Specify that education credits earned by teachers for intern teacher program qualify toward existing applicable education courses for salary placement credit. | Intern credits count toward credit to maintain teacher certification and intern work could be approved as a substitution for education courses. | Impact minimal- provision existed on a discretionary basis in previous contract. | Union |

| Contract Article | Summary of Change | Rationale | Impact | Requestor |
|--|---|---|--|---|
| Section 6 (page 28-31) Student Activity Sponsorship | Effective in year two of the agreement, implement adjusted Student Activity Sponsorship compensation scale and range. Some activities such as basketball coach were adjusted up and year book advisory adjusted down, while compensation for other activities remain unchanged. | Equalize compensation for student activity sponsorships based on time required for sponsoring activity. | No economic impact in year one. Impact minimal for year two and three due to adjustment offset. | State |
| Article 13—Health Insurance (page 26) Section 3 | Sets employer contribution at \$515.00/month effective 7/1/2000, \$575.00 effective 7/1/2001, \$630/month effective 7/1/2002. | Recognize the increasing cost of health care by increasing employer contribution; large factor in recruitment and retention of employees; over the three years, equalize employer participation in all units. | FY 01 \$8,200.00 (total cost) FY 02 \$12,509.00 (total cost) FY 03 \$11,467.00 (total cost) | State / Agreement does not exceed State economic package. |

UNIVERSITY OF ALASKA
SUMMARY OF CONTRACT SETTLEMENT WITH UNITED ACADEMICS
February 2000

Introduction

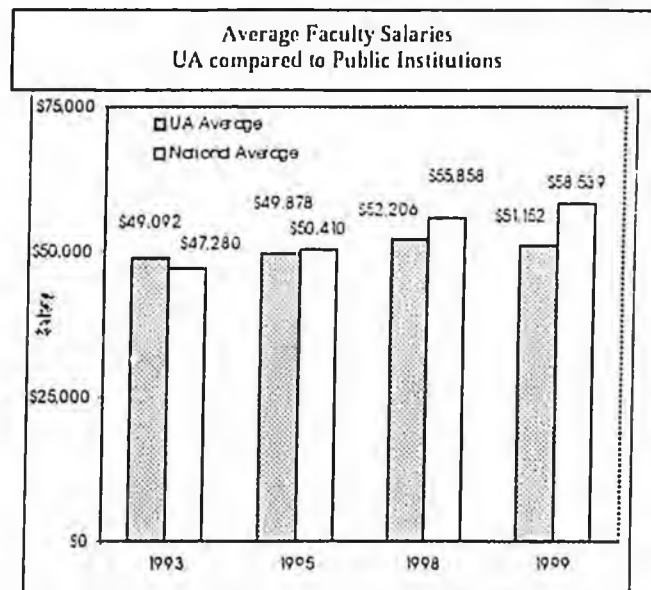
The University's ability to recruit and retain the most qualified faculty is critical to achieving our teaching, research, and service mission. The faculty members represented by United Academics (675) deliver high quality instruction and research, and provide university and public service on UA's Anchorage, Fairbanks, and Southeast campuses.

Background

Collective bargaining negotiations often divert faculty and administrative resources from our students to the battle at the bargaining table. Last month, the administration and United Academics agreed to an expedited negotiation that would not harm the educational process. The process resulted in a reasonable agreement, meeting the needs of the administration, the faculty, and most important our students.

The National Context

The University of Alaska recruits its faculty from a national (and in some cases international) market, in large part because the University has a limited number of programs that prepare faculty for university teaching and research. As the following figure demonstrates, faculty salaries across the nation have increased much more than salaries at UA and now exceed them.



Economic Highlights

Provide 2.6% annual across the board increases; provide a 0.6% pool for promotions, equity, and retention; provide a 0.8% pool for non-base merit bonuses to recognize extraordinary performance as determined by administration; and maintain that increases are subject to legislative approval and funding. (Note, last year, faculty contracts nationally, resulted in a 4.8% average increase.) The general fund increment request for FY01 is \$1,145,700. Based on the current membership, additional funding requirements for FY02 and FY03 are estimated at \$1,375,000 and \$1,400,000 respectively.

Provide three health benefits options to the union - (1) maintain current coverage, (2) withdraw from all UA health plans, (3) or participate in another UA health plan - such as the UA 2000 plan currently offered to non-represented employees; and clarify that costs in excess of the university's defined contribution are based on the participants in a particular plan.

Discontinue annual \$400 lump sum payment.

Operational Highlights

The agreement is for three years, January 1, 2001 through December 31, 2003. Streamline and improve faculty evaluation processes.

**Highlights of
January 01, 2001 to December 31, 2003
Agreement Between
United Academics & University of Alaska**

Duration

- 3 years, January 1, 2001 to December 31, 2003

Compensation

- Lift salary cap for purpose of raises;
- 2.6% across the board raises on July 1 2001, 2002 & 2003;
- .6% pool for promotions, retention and equity;
- .8% pool for non-base merit bonuses determined solely by management – awards not subject to grievance process;
- FY01 Merit paid Across the Board.

Health Benefits

- Retain current defined contribution plan with no entitlement to participant pool;
- Discontinue annual \$400 lump sum payment.

Sabbatical Leaves

- Add one-semester leaves at 3 months pay. Eliminate grievances.

Evaluation of Faculty

- Streamline and improve evaluation processes;
- Clarify confidentiality of faculty evaluator votes.

Contract Extensions

- Allow sick leave accrual on certain contract extensions.

Department Heads/Chairs

- Increase discretion of dean to compensate heads/chairs;
- Provide heads/chairs an optional role in evaluating faculty.

Dispute Resolution

- Limit arbitrations to grievances filed by United Academics;
- Limit discrimination grievances to union activity.

Negotiations

- Limit compulsory negotiation window.

UNIVERSITY OF ALASKA
SUMMARY OF CONTRACT SETTLEMENT WITH ACCFT
February 2000

Introduction

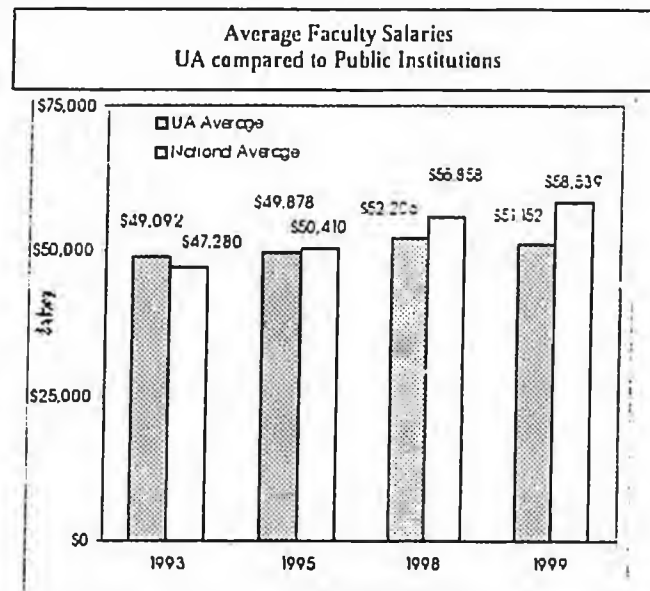
The University's ability to recruit and retain the most qualified faculty is critical to achieving our teaching, research, and service mission. The faculty members (266) represented by ACCFT deliver high quality instruction and provide university and public service on all UA campuses across the state.

Background

Collective bargaining negotiations often divert faculty and administrative resources from our students to the battle at the bargaining table. Last year, the administration and ACCFT agreed to an expedited negotiation that would not harm the educational process. The process resulted in a reasonable agreement, meeting the needs of the administration, the faculty, and most important our students.

The National Context

The University of Alaska recruits its faculty from a national (and in some cases international) market, in large part because the University has a limited number of programs that prepare faculty for university teaching and research. As the following figure demonstrates, faculty salaries across the nation have increased much more than salaries at UA and now exceed them.



Economic Highlights

Continue 2.6% annual across the board increases; continue an annual \$200 lump sum bonus; and clarify that increases are subject to legislative approval and funding. (Note, last year, faculty contracts nationally, resulted in a 4.8% average increase.) The general fund increment request for FY01 is \$428,500. Based on the current membership, additional funding requirements for FY02 and FY03 are estimated at \$440,000 and \$450,000 respectively.

Provide three health benefits options to the union - (1) maintain current coverage, (2) withdraw from all UA health plans, (3) or participate in another UA health plan - such as the UA 2000 plan currently offered to non-represented employees; and clarify that costs in excess of the university's defined contribution are based on the participants in a particular plan.

Operational Highlights

The agreement is for three years, July 1, 2000 through June 30, 2003. Non-tenure track term faculty will be given notice of non-retention, based on longevity.

SUMMARY OF JULY 1, 2000-JUNE 30, 2003
AGREEMENT BETWEEN ACCFT & UNIVERSITY OF ALASKA

- **TERM**—Provide a three-year collective bargaining agreement, beginning July 1, 2000, ending June 30, 2003.
- **BARGAINING UNIT**—Expand the bargaining unit by including faculty with ACCFT workloads who work more than 50 but less than 60 per cent of a full time workload, while excluding adjunct faculty. This brings this unit into line with the other bargaining units by using a threshold of 50%.
- **ECONOMIC**—Continue 2.6% across the board salary increases in FY01, 02 and 03 (adjusting salary maximums for each rank by 2.6% in FY01 only); continue a ten per cent salary increase in the year of a promotion, with no other increase that year; continue an annual \$200 lump sum bonus; and clarify that across the board salary increases are subject to legislative approval and funding.
- **HEALTH BENEFITS**—Provide three health benefits options to the union - maintain current coverage, withdraw from any university plan and use the defined contribution amount (pegged at \$439.59/employee/month on July 1, 2000) for health coverage, or elect another university plan; clarify that costs in excess of the university's defined contribution are based on the participants in a particular plan. The defined contribution MAY increase by up to 3% per year, if the cost of benefits increases that much.
- **EVALUATION**—Continue the promotion/tenure/post-tenure review evaluation processes currently in place at the three MAUs.
- **NON-RENEWAL OF TERM EMPLOYEES**—Provide for minimum notice periods based on longevity, or payment in lieu of notice, when the university does not renew the appointment of a fixed term faculty member with more than two consecutive years of uninterrupted service.
- **INCORPORATION OF UNIVERSITY POLICY**—Continue to use the April 12, 1997, versions of Regents' Policy and University Regulation (those used in the current CBA) wherever they are referenced in the CBA, except as otherwise agreed.
- **OTHER PROVISIONS**—Continue the balance of the current collective bargaining agreement with appropriate adjustments in dates, and with modifications agreed to during the life of the current agreement.

HB

3002

SFIN

FILE

SENATE FINANCE COMMITTEE REPORT

REPORTED OUT OF
SFC 5/6/00

DATE: 5/5/00

FURTHER:

DATE TURNED
IN TO OFFICE: 6 May 2000

Finance Committee considered CS FOR HOUSE BILL NO. 3002(FIN)

NONUNION PUBLIC EMPLOYEE SALARY & BENEFIT

and recommends:

- be replaced with _____ CS _____ (_____)
- adopt previous _____ CS _____ (_____)
- attached amendment(s)
- adopt Letter of Intent by _____ Committee
- further referral to the _____ Committee

- Senate Bill:**
- same title
 - new title
- House Bill:**
- same title
 - technical title
 - new: SCR# _____

| SIGNING DO PASS | DP | OTHER RECOMMENDATIONS | NR | DNP | AM |
|-----------------------------|----|-----------------------|----|-----|----|
| <i>Lee Adams</i> | X | <i>John E. Hill</i> | ✓ | | |
| | | <i>Linda Green</i> | ✓ | | |
| | | <i>John F. Kelly</i> | ✓ | | |
| | | <i>Wendy Bailey</i> | ✓ | | |
| | | <i>Gary Webb</i> | ✓ | | |
| Co-Chair: <i>J. Hagan</i> | ✓ | Co-Chair: | | | |
| Co-Chair: <i>R. Tammell</i> | ✓ | Co-Chair: | | | |

NEW FISCAL NOTE(S):

Department Date Zero Fiscal

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| | | | |

PREVIOUS FISCAL NOTE(S):*

Department Date Zero Fiscal

| | | | |
|------------|--------|---|--|
| University | 5/5/00 | ✓ | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

APPROPRIATION -- no fiscal note

*include fiscal notes accompanying Governor's bill

FISCAL NOTE

Bill Version: CSHE 3002 (FIN)

(H) Publish Date: 5/5/00

STATE OF ALASKA
2000 LEGISLATIVE SESSION

REPORTED OUT OF
SFC 56/00

Revision Date: _____
Title: Compensation for certain state officials
Sponsor: House Rules by Request of the Governor
Requester: _____

Dept. Affected: University of Alaska
BRU: Statewide
Component: _____
Component Serial No.: _____

Expenditures/Revenues

(Thousands of Dollars)

| OPERATING EXPENDITURES | FY 01 | FY 02 | FY 03 | FY 04 | FY 05 | FY 06 |
|------------------------|------------|------------|------------|------------|------------|------------|
| Personal Services | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Travel | | | | | | |
| Contractual | | | | | | |
| Supplies | | | | | | |
| Equipment | | | | | | |
| Land & Structures | | | | | | |
| Grants & Claims | | | | | | |
| Miscellaneous | | | | | | |
| TOTAL OPERATING | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

| | | | | | | |
|----------------------|--|--|--|--|--|--|
| CAPITAL EXPENDITURES | | | | | | |
|----------------------|--|--|--|--|--|--|

| | | | | | | |
|------------------------|--|--|--|--|--|--|
| CHANGE IN REVENUES [] | | | | | | |
|------------------------|--|--|--|--|--|--|

FUND SOURCE

(Thousands of Dollars)

| | | | | | | |
|----------------------------------|------------|------------|------------|------------|------------|------------|
| 1002 Federal Receipts | | | | | | |
| 1003 GF Match | | | | | | |
| 1004 GF | | | | | | |
| 1005 GF/Program Receipts | | | | | | |
| 1037 GF/Mental Health | | | | | | |
| 1091 Designated Program Receipts | | | | | | |
| TOTAL | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Estimate of any current year (FY00) cost: _____

POSITIONS

| | | | | | | |
|-----------|--|--|--|--|--|--|
| Full-time | | | | | | |
| Part-time | | | | | | |
| Temporary | | | | | | |

ANALYSIS: (Attach a separate page if necessary)

Funding for HB 3002 is contained in HB 3001.

Prepared by Eldon Mulder
Rep. Eldon Mulder, Co-Chair House Finance Committee
Gene Theriault
Rep. Gene Theriault, Co-Chair House Finance Committee

Phone 465-2647

Phone 465-4797

Date 5/5/00

COMMITTEE COPY