

LETTER OF GRIEVANCE RESOLUTION

between the

STATE OF ALASKA

and the

ALASKA STATE EMPLOYEES ASSOCIATION

representing the

GENERAL GOVERNMENT UNIT

in the matter of

CNA/ALA class action

State Case No. 03-G-212/03-G-248

Union Case A2003-G-032/A2003-G-033

The parties agree that the following constitutes a full and final resolution of above referenced grievance filed on behalf of all Certified Nurse Aides and all Assisted Living Aides at the Department of Health and Social Services' Pioneers' Homes. The following terms and conditions shall apply to those employees who were in employment status on December 1, 2002 status in the Certified Nurse Aide class or the Assisted Living aide class and who are in employment status in those same classes on the date this agreement is signed.

1. Employees shall receive a lump sum settlement equivalent to the difference between the wages they would have earned if their December 1, 2002 reclassification had resulted in a step for step placement and the wages they actually earned since December 1, 2002. The appropriation for this settlement will be included in the FY 2006 supplemental appropriation request submitted to the legislature. Employees will receive payment 45 days after the effective date of the appropriation.
2. Employees shall be reinstated to the merit anniversary date they had directly before the December 1, 2002 reclassification. The appropriation for this settlement will be included in the FY 2006 supplemental appropriation request submitted to the legislature. Employees will receive payment 45 days after effective date of the appropriation.
3. Employees will be placed at the step they would have been on if the reclassification on December 1, 2002 had resulted in a step for step placement. The appropriation for this settlement will be included in the FY 2006 supplemental appropriation request submitted to the legislature. Employees will receive payment 45 days after effective date of the appropriation.

4. After the lump sum settlement is paid out to the affected members and they are placed at the correct step placement ASEA/AFSCME Local 52 will withdraw the above referenced grievances, ALRA filings 04-1270 CBA and 04- 1269 CBA, and any other claims that may or have arisen from this dispute

This resolution is entered into solely to address the unique circumstances of this dispute and does not establish any practice or precedent between the parties. The parties agree that this resolution will not be referred to in any other grievance, arbitration, hearing, complaint, dispute, or any other matter which may arise between the parties, except as may be necessary for the specific performance of its terms.

FOR THE STATE OF ALASKA:

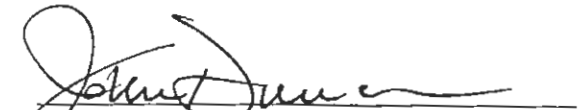
FOR ASEA/AFSCME Local 52:



Art Chance, Director
Division of Labor Relations
Department of Administration

16 Nov 05

Date



Jim Duncan,
Business Manager
ASEA/AFSCME LOCAL 52

10/24/05

Date