

LETTER OF GRIEVANCE RESOLUTION
between the
STATE OF ALASKA
and the
GENERAL GOVERNMENT BARGAINING UNIT
represented by the
Alaska State Employees Association

API NURSES
State Case No. 05-G-193
Union Case No. A2004-G-165

It is agreed and understood between the parties that the following constitutes the full and final settlement of the above-cited complaint filed on behalf of API Nurses.

The State of Alaska ("State") and ASEA/AFSCME, Local 52 ("ASEA") have settled the Nurse Pay grievance (ASEA # A2004-G-165, State # 04-G-165) on the following terms.

1. The State will conduct a formal pay study of Nurse I, II and III - Psychiatric, including the grievants in this case; and that study will be complete in time for presentation to the next Legislature.
2. ASEA shall have the right to propose comparable employers for consideration in that study. The list of proposed comparables will be submitted within ninety (90) days of the date of this Agreement. The State agrees that the study shall include each of those employers as comparables in the compensation study or shall explain why that employer was not included as a comparable.
3. If that study supports a pay increase for these grievants, the State agrees to advocate and support that increase through necessary legislative approval. If approved, such a pay range shall become effective as soon as legally possible.
4. ASEA withdraws the grievance in this matter with prejudice.
5. ASEA withdraws the associated Unfair Labor Practice with prejudice.
6. The parties agree that whenever a Nurse II at API replaces an absent Nurse III for that Nurse III's entire shift the Nurse II shall be paid as if promoted to Nurse III for that shift.

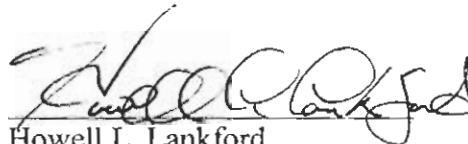
This agreement is entered into solely to address the particular circumstances of this dispute. It does not constitute any admission of wrongdoing by either party, and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, negotiation, or any other forum, except as may be necessary to execute and enforce the terms set out above.

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For the State of Alaska:


Art Chance, Director
Labor Relations Division
Department of Administration

27 APR 05
Date


Howell L. Lankford
Arbitrator

For ASEA/AFSCME Local 52:


Jim Duncan, Business Manager
TAD - G. Michael Robbins 4/27/05

4/29/05
Date

4/27/05
Date