

ASEA v ACOA Contract Comparison

Article	ASEA	ACOA
1--Union Recognition	When a filled position is moved we have 15 days to protest with ALRA	They have 30 days.
2--Union Representation	1 steward per 30 members 9 hours/month release 7.5/4 annual training Guaranteed use of state email system	2 per shift 9 hours/month release none none
3--Union Security	state is obligated to notify ee of obligation to contact union	no obligation
4--Management Rights		simpler language
5--No Strike		Agree to cross picket lines
6--Nondiscrimination	same	same
7--LMC	same	same
11--Employment Status	Rehire list good for 2 years	9.4 Rehire list good for 1 year better transfer language/CO 2 filled by transfer
12--Layoff	3 years on layoff list	Only 2 years on the list
13--Contracting Out	Require written study	11
	We have compliance language	
14--Discipline		Waive Loudermill unless dismissed or suspended for 12 160 hours
15--Complaints	Can convert to a grievance at Step 3	can't

16--Grievances		Members can't file
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17--Classification		no language at all
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18--Performance Evaluations		14 can get a neutral hearing
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19--Health		
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20--Legal Trust		none
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21--Wages	July 1, 2008 a 3% Service Steps 3 shifts w/7.5% graveyard	July 1, 2008 a 3% Longevity 2 shifts with 3.5% for nights Jno GD of 5%--Ketchikan 8% Acting status retroactive to day 1
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22--OT	37.5 normal hours can sign alt Wkweek with OT after 75 flex-time weekend differential none	42 hours before OT 84 7 on 7 off none none standby roster more specific guarnteed OT on weekend
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26--Personal Lv.	accrual is much better especially when considering the 42/84 workweek of ACOA	
0-2	7.5/8	7.38
5-Feb	8.44/9	8.31
10-May	9.38/10	9.23
10+	11.25/12	11.08
	2 hours for donated Emergency Leave Bank	4 hours

28--Equipment		better/more specific language
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30--Travel Per Diem	negotiated language	AAM only
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32--Parking		no language
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