

ALASKA STATE EMPLOYEES ASSOCIATION



United We Stand

Bargaining Update # 10

April 13, 2007

1. The **CNC** met with the state April 10-11 in Juneau.

2. *The state made several changes to their original proposals. They are listed below along with our counter proposals.*

Article 19 (Health and Security)** *The state reiterated its original offer of tying the increase in the employer contribution to health insurance to the state's Select Benefits Economy plan. This results in a mere \$17 increase in year one of the contract. A mere \$17 increase in the state's contribution will mean an increase in the amount of your contribution from your paycheck. **This is simply not enough.** Our response was a counter offer based on an updated analysis from the Health Trust--\$56 in year one, \$110 in year two, and \$125 in year three. **These amounts are intended to prevent an increase to your out-of-pocket expenses for health coverage.

***Article 21 (Wages)** *The state proposed wage increases of 3% in year one, 2% in year two, and 2% in year three. We told them that they might as well have not wasted the paper. **We responded with a counter offer of 12% in year one, 9% plus the increase in the Anchorage Consumer Price Index (CPI) in year two, and 6% plus the CPI increase in year three.** **The CNC also believes each member should receive at least a one step increase during the life of the 3 year contract. To assure that this happens we have proposed changing the longevity steps to service steps at 2 year increments and adding two new steps (N & O).** We are also asking for a geographic differential study, in response to our initial proposal to establish a weekend differential the state responded by proposing to pay members who work weekends \$1 per every hour worked. We countered with a proposal of \$2 per hour.*

Article 22 (Overtime)** *The state responded positively to our proposal of flextime language for overtime ineligible employees. We are willing to accept the state's new language on flextime as this is a major improvement for our overtime ineligible members. However, we are still standing by the rest of our original proposal which includes: **OT protection for all employees, OT paid on the basis of pay status instead of work status, and an increase in the standby rate.

***Articles 25 and 26 (Leave)** *The state wants to sign these two articles with no changes. **That is not acceptable to us!** Our proposal is to increase the leave accrual rate, to make access to the medical leave bank easier for employees who have converted to personal leave, and strengthen the union control of your Emergency Leave Bank.*

Article 30 (Travel and Per Diem)** *The state wants to maintain current contract language. **We propose to increase the lodging allowance to \$55 for the long term rate and \$65 for non-commercial rate.

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Central Region

Toya Winton, Negotiator
Sue Layton, Alternate

Seasonal

Steve Thomsen, Negotiator
Vacant, Alternate

Class I

Chris Lyou, Negotiator
Katie Sullivan, Alternate

Southeast Region

Chris Pace, Negotiator
Sheila Fowlkes, Alternate

Northern Region

Vicki Spear-Shipley, Negotiator
Shawn Alexander, Alternate

Rural

Jerry Farrington, Negotiator
Pam Chatham, Alternate

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3. We did TA (tentatively agreed) several non-monetary Articles:

***Article 2** (Union Representation and Actives) *Current contract language*

***Article 9** (Nonpermanent Appointments) *The state will supply the Union semi-annually with a list of all long-term nonpermanent positions.*

***Article 11** (Employment Status) *Clarified that under 11.02.B an employee must get acceptable evaluations in a higher range in order to pass probation in a lower range.*

***Article 12** (Layoff) *Maintained layoff rights for employees while they are serving a probationary period in a new job class.*

***Article 13** (Contracting Out) *Added the requirement for a written feasibility study before a decision is made to privatize our members' work..*

***Article 14** (Notice of Discipline and Discharge) *Current contract language with a memorandum of understanding regarding proper notice of hearings.*

***Article 29** (Safety and Health) *Current contract language*

***Article 35** (Educational advancement and Training) *Current contract language*

***Article 36** (Legal Indemnification) *Current contract language*

4. **Last week the state had tentatively agreed to work with us to bring in a mediator.** *However, they have now changed their position, they have informed us they are unwilling to bring a mediator to the table to assist in the negotiations. They were also unwilling to commit to weekly meetings in an effort to reach an agreement. **This further demonstrates the state's cavalier attitude towards bargaining and its indifference to your financial well-being.***

5. *Local 71 has informed us that they have reached an agreement with the state; a two year contract- 5% in year one and 2% in year two with a reopener option. They agreed to a \$17 dollar increase in health in year one and a reopener the second year.*

6. **We will meet with the state again on April 25th.— 27th. in Juneau.**

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