

ALASKA STATE EMPLOYEES ASSOCIATION



United We Stand

Bargaining Update # 11

May 1, 2007

1. The **CNC** met with the state in Juneau April 25-27.
2. *The state made a new wage offer of 3% each year of a three year contract. **We rejected that wage offer!***
 - A. Your **CNC** countered the state's offer by asking for an increase of:
 - * 7% + the Consumer Price Index (CPI) in year one
 - * 6% + CPI in year two
 - * 4% + CPI in year three.

The most current increase in the CPI (for 2006) is 3.2%. It has averaged 2 ½ % to 3 ½ % over the last ten years and with current inflation is likely to remain in this range for the next two years.
3. Neither the state nor the **CNC** made any new offers on the amount of the employer's contribution to your health insurance. The **CNC** is asking for an increase in the state's contribution of:
 - * \$ 56 in year One
 - * \$110 in year Two
 - * \$125 in year Three of the contract.

The state is proposing a \$17 increase in their contribution in year one. Under their proposal the amount of the employer contribution in year two would depend on the increase in the premium for the select benefits economy plan.
4. We did Tentatively Agree (TA) on five articles:
 - * **Article 5** (No Strike or Lockout) -- No changes from current contract language.
 - * **Article 10** (Recruitment and Selection) -- We agreed to remove the section on the disqualification of members from hiring lists. The deletion will have minimal impact on our members.
 - * **Article 25** (Annual and Sick Leave) -- The state agreed to our proposal to allow members to donate leave to another member in two hour blocks instead of four hours. This also applies to Article # 26.
 - * **Article 26** (Personal Leave) -- We succeeded in getting two positive changes. First, when members converted to personal leave they had 50% of their sick leave transferred to a medical leave bank. The current restrictions on access to an individual's medical leave bank will no longer exist. You will be able to use your medical leave bank hours immediately when sick instead of having to wait five days. Our members have been asking for this increase access for years. The other change in Article 26 are positive changes to the Emergency Leave Bank language that improves our ability to manage this account for the benefit of the members.

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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

ORGANIZE FOR POWER
www.afscmelocal52.org/cnc

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* **Article 33** ([Protection of Rights](#)) - We secured improved language that prevents the state from collecting overpayments it has made to members if the state does not discover the problem within a year of the overpayment.

5. With the tentative agreement to the above Articles we have narrowed the scope of bargaining to the following monetary articles: Article 19 Health & Security; Article 21 Wages; Article 22 Overtime and Premium Pay; Article 24 Holidays, and Article 30 Travel, Per Diem and Moving.
6. In an attempt to reach an agreement before the end of the legislative session the state has agreed with us to bring in a federal mediator. We will meet with the mediator on May 2- 4 in Juneau. We are cautiously optimistic that this neutral third party will be the catalyst that gets us to a fair contract.
7. The **CNC** met with the Juneau Chapter for a lunch meeting on Tuesday, April 24. **We certainly appreciate the hospitality and the chance to talk to members. Your input is what determines our decisions.**
8. Please continue to show your solidarity by wearing green on Tuesdays and by attending the Tuesday lunch rally's in support of the negotiation process. If you haven't written a letter to the governor please do so. Your support is vital! It is only by standing and working together that we will reach our goals.

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