

# ALASKA STATE EMPLOYEES ASSOCIATION



## United We Stand

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### Bargaining Update # 12 May 10, 2007

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1. The **CNC** met with the state in Juneau May 1-4. A federal mediator worked with both parties to try to bring us to agreement.
2. The state gave us a final proposal on the complete contract. The highlights are as follows:
  - \***Article 17 (Classification Reviews)** — We have an improved process that ensures that the state will review the union's top priority job class for reclassification each year of the contract.
  - \***Article 19 (Health and Security)** -No change to existing contract language. This means that the state's contribution to your health plan will increase by \$17 per member per month on July 1, 2007. Your contribution to your health insurance that is deducted from your paycheck will not increase on July 1, 2007. The amount of the employer contribution in years 2 and 3 of the contract will be determined by the formula in contract language. This same formula determined the amount of the employer contribution for July 1, 2007. Because the employer contribution in years 2 and 3 is based on this formula the amount of the employee contribution, in years 2 and 3 can not be determined at this time.
  - \***Article 21 (Wages)** --The current proposal is 4% increase in the first year of the contract, 3% increase in the second year, and 3% increase in the third year of the contract. The 3% in years 2 and 3 is determined by using the Anchorage Consumer Price Index (CPI) plus the amount necessary to bring the increase to 3%. If the CPI should exceed 3% in years 2 and 3, the percentage increase will remain at 3%.
  - \***Article 22 (Overtime and Premium Pay)** --The proposal sets up a flextime plan for overtime ineligible employee for working hours beyond the normal workweek. This provision is similar to the flextime plan that is provided to overtime ineligible employees in the supervisors union. Another new provision institutes a weekend differential of \$1 per hour worked for overtime eligible class one members working in institution with continuous operations who are required to work on Saturdays and Sundays.
  - \***Article 26 (Personal Leave)** — Changes the requirement as to when a member on personal leave may access the hours in their medical leave bank. Current contract language requires that the medical leave bank can only be accessed when the medical absence exceeds 5 working days. The new language allows members to use their medical leave for the first day of absence because of medical reasons.
3. **The CNC did not sign a tentative agreement for the whole contract. Instead, we informed the state that we would ask the membership for direction.** If the proposal is acceptable to members, we will enter into a tentative agreement with the state on the above provisions and then have a ratification vote by the membership of the tentative agreement. If the proposal is unacceptable, the CNC will request the state to return to the bargaining table to continue negotiations. We will be conducting a formal vote of the entire membership on this question in the near future. **The CNC has taken a neutral position on this proposal.**

\*Continued on next page\*

#### 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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[www.afscme-local52.org/cnc](http://www.afscme-local52.org/cnc)

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4. **Included with the ballot will be a summary of the gains and losses for the membership when comparing the current contract to the proposed agreement.** In addition to the terms outlined above the proposed agreement contains several other language improvements. The proposal also includes technical changes in the contract language in Articles 10 and 11, which the state identified as a priority. The majority of the remaining contract articles did not have any changes from the current contract language.
  
5. **We will be scheduling work-site meetings so that bargaining team members and staff can discuss these issues with you to assist you in making an informed decision about your contract.**
  
6. **Thank you** to the 200 Juneau members who came out in the rain for the Thursday rally. **Thanks**, also to the Fairbanks members who rallied in front of the Governor's office while she was in town. It is always heartening to know that members are supporting the negotiating team.

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