

ASEA In Action



V.1 - No.1 – 7/8/2006

“YOUR UNION WORKING FOR YOU”

Union in Action

ISSUE: Did the State violate GGU Contract Article 19 in calculating the increase in its monthly contributions?

AWARD (Mar. 06): The employer shall increase its health insurance contribution per eligible employee per month effective 7/1/05 from \$78.00 to \$82.45.

ISSUE: Did the State violate GGU Contract Articles 25 & 26 regarding leave by requiring members to only use accrued leave if such leave is needed to fulfill the minimum workweek guarantee?

AWARD (Apr. 06): The State is ordered to cease and desist from that practice.

ISSUE: Did the State discharge member wrongfully?

AWARD (May 06): Member reinstated with make whole remedy and reduction of termination to a suspension.

ISSUE: Did the State have just cause to dismiss Grievant?

AWARD (May 06): Member reinstated with full back pay, benefits and seniority.

ISSUE: Did the State violate Articles 4, 6, and 14 of the CBA when it dismissed the Grievant?

AWARD (Jul. 06): Member reinstated with full back pay, benefits, and seniority.

ASEA Business Agents and experienced stewards educating less experienced stewards on representing members in the worksite on various issues by conducting continued training during Chapter Steward Meetings. Contact your chapter to see if they offer this training.

CNA/ALAs Settlement Award

Business Agent Charles “Chilly” Felder reaches a grievance settlement with the State of Alaska on November 16, 2005, regarding the 2002 reclassification process for Certified Nurse Aides and Assisted Living Aides for all six Pioneers Homes across the State of Alaska. **The settlement totaled \$465,500.90.** The appropriation was made in this last legislative session and approved by the Governor and has been distributed to those affected members.

Successful Contract Achievements

- **Extra Day of Leave** for each year of the contract
- **Increased Wages** – 1.5% effective 7/1/2005; and 2% increase effective 7/1/2006
- **Increased Employer Health Contributions** – additional \$78 effective 7/1/2005; additional \$22.20 per month effective 7/1/2006
- **Emergency Leave Bank** (Article 26.13) – created for the use of employees who are in an emergency situation. Enrollment period – November of each year
- **Injury Leave Bank** (Article 29.03) – created for employees that suffer a workplace injury from the result of a physical assault

Member Education and Activities

- **Statewide Stewards Training** was conducted in January and February in 2005, and in April and May of 2006, which included a new advanced training session to help stewards gain experience through situational thinking and role playing
- **2006 – 11th Biennial Convention** in March 2006 provided for statewide participation in determining future goals of the Union
- **Political Education Leadership Conference** in February 2006, through two days of educational training, gave members insight to Alaska’s political landscape and how to best lobby the legislature
- **ASEA/AFSCME Local 52 Website** provides news and information of the Union. Please visit: www.afscmelocal52.org
- **Solidarity Update** – A publication of ASEA/AFSCME Local 52

Nurse Wage Increase

In 2004 the Union on behalf of the Psychiatric Nurses at API filed a class action grievance with the State of Alaska concerning pay for nurses. A Letter of Grievance Resolution (LGR) was signed in April 2006 that stated the State would conduct a formal pay study of Nurses I, II, & III. Appropriation which meets the terms of the LGR was a priority for ASEA and was funded in the FY 07 budget signed by the Governor. ASEA is currently awaiting the final decision from the Department of Administration regarding the timing and the amount of the increase.

Get Active!

- **Become a VMO – Volunteer Member Organizer** training teaches members how to become organizers in one-on-one outreach campaigns (See website for details)
- **Become a Steward** – Contact your Chapter’s Chief Steward (See website- Stewards)
- **Join the Member Action Program** (See website – Forms & Files –Admin. Forms)
- **Join P.E.O.P.L.E. -Public Employees Organized to Promote Legislative Equality** (See website - ASEA PAC - PAC Forms)
- **Share your voice - Join a committee** (See website for committee vacancies)