

Letter of Agreement
Between the
State of Alaska
And the
Alaska State Employees Association, AFSCME Local 52

Re: Implementation of Selected Contract Articles

This Letter of Agreement supercedes the letter/agreement entered into by the State and ASEA on June 8, 2004 that maintains the terms of the 2003-2004 CBA until the legislature approves the agreement.

The parties agree to immediately implement, unless otherwise stated, the following non-monetary Articles of the 2004-2007 Tentative Agreement:

- Article 1 (Union Recognition and Representation)
- Article 2 (Union Representation and Activities)
- Article 3 (Union Security)
- Article 4 (Management Rights)
- Article 5 (No Strike or Lockout)
- Article 6 (Nondiscrimination and Affirmative Action)
- Article 7 (Labor-Management Committees)
- Article 8 (Emergency Personnel)
- Article 9 (Nonpermanent Appointments)
- Article 10 (Recruitment and Examination)
- Article 11 (Employment Status)
- Article 12 (Layoff)
- Article 14 (Notice of Discipline and Discharge)
- Article 15 (Complaint Resolution Process)
- Article 16 (Grievance-Arbitration)
- Article 17 (Classification Reviews)
- Article 18 (Performance Evaluations)
- Article 20 (Legal Trust Fund)
- Article 22 (Overtime and Premium Pay)
- Article 25 (Annual and Sick Leave)
- Article 26 (Personal Leave)

The parties further agree to revise the second sentence of Article 26.13 to read as follows:

Set up of an Emergency Leave Bank will begin February 1, 2005 in accordance with 26.13. and will be fully implemented on or before June 30, 2005.

- Article 27 (Shift Assignment)
- Article 28 (Equipment and Clothing)

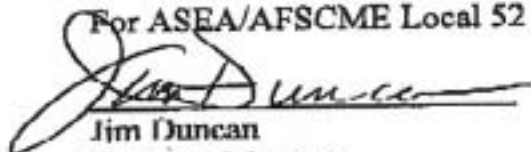
Article 30 (Travel, Per Diem, and Moving)
Article 31 (State Owned/Controlled Housing)
Article 32 (Parking)
Article 33 (Protection of Rights)
Article 34 (Examination of Records)
Article 35 (Educational Advancement and Training)
Article 36 (Legal Indemnification)
Article 39 (Superceding Effect of this Agreement)
Article 40 (Legislative Action)
Article 41 (Printing of Agreement)

The following Articles will not be implemented until such time that the Alaska legislature approves the Agreement pursuant to AS 23.40:

Article 13 (Contracting Out)
Article 19 (Health and Security)
Article 21 (Wages)
Article 23 (Meal and Relief Periods)
Article 24 (Holidays)
Article 29 (Safety and Health)
Article 37 (Conclusion of Collective Bargaining)
Article 38 (Savings and Separability)
Article 42 (Duration of Agreement)

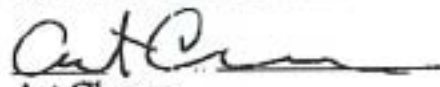
This Agreement is effective upon signing. Should the legislature fail to approve the tentative agreement either party may withdraw acceptance of any or all of the above referenced Articles with 10 days written notice to the other party. Moreover, the parties agree to return to the table to resume bargaining should the legislature fail to approve the agreement as per AS 23.40.

For ASEA/AFSCME Local 52


Jim Duncan
Business Manger

Date 10/27/09

For the State of Alaska


Art Chance
Director of Labor Relations

Date 15 October