

Resolutions Committee

Consent Calendar & Order of Presentation

Consent Calendar

Adopt as Published

Resolution No. 4 ASEA Logo
Resolution No. 5 (CL1-4)
Resolution No. 6 (CL1-7)
Resolution No. 7 (J-RB/LEG-1)
Resolution No. 8 (RB-2)
Resolution No. 9 (J-WIC/LEG-1)

Adopt as Amended by Resolutions Committee

Resolution No. 10 (CL1-1)
Resolution No. 11 (CL1-2)
Resolution No. 12 (CL1-5)
Resolution No. 13 (CL1-6)
Resolution No. 14 (NW- 1)
Resolution No. 15 (J-WIC/LEG-2)
Resolution No. 16 (WIC-1)
Resolution No. 17 (WIC- 5)
Resolution No. 18 (WIC- 6)
Resolution No. 19 (LEG- 4)
Resolution No. 20 (J-CL1/LEG-1)

Do Not Adopt

Resolution No. 3 Connecting Resources

Do Not Report

Resolution No. 21 (LEG-2)
Resolution No. 22 (CL1-3)

To Be Presented

Resolution No. 1 Commitment to A Safe & Inclusive Workplace for LGBTQIA+ Workers
Resolution No. 2 Commitment to Accessibility Enhancement Through Inclusive Design
Resolution No. 23 (LEG-5)

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 1
Article

Pg. 1 of 2

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

Commitment to A Safe and Inclusive Workplace for LGBTQIA+ Workers

Whereas the U.S. Equal Opportunity Employment Commission (EEOC), in conjunction with the SCOTUS decision *Bostock v. Clayton County, Georgia* (S Ct. June 15, 2020, No. 17-21618) recognizes that the firing of individuals based on their gender orientation or transgender status violates Title VII's prohibition on discrimination because of sex; and

Whereas the U.S. Department of Labor is committed to the fair treatment of, and equal opportunity for LGBTQIA+ individuals through the creation of safe spaces for all workers; and

Whereas a 2018 study by the Human Rights Commission revealed 46% of LGBTQIA+ workers, nationwide, do not disclose their sexual orientation at work, 45% of both LGBTQIA+ and non-LGBTQIA+ individuals reported hearing anti-LGBTQIA+ remarks in the workplace; and

Whereas a 2015 study by the National Center for Transgender Equality indicated that 77% of transgender respondents reported taking steps to avoid mistreatment at work; including hiding their gender transition or quitting their job; and

Whereas the Alaska Supreme Court affirmed through Alaska Statute (AS) 18.80.220 that LGBTQIA+ people are protected from discrimination in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits, and any other term or condition of employment;

Now, therefore, be it resolved that ASEA hereby commits to taking active measures to curtail actions, behaviors, and/or policies that are in violation of local and national precedent regarding the treatment of LGBTQIA+ workers;

Be it further resolved that the ASEA PRIDE committee will ~~allocate~~ **locate** resources and training to members and non-members to ensure they are well-versed on recognizing actions, behaviors, and policies that perpetuate a hostile work environment for LGBTQIA+ employees;

Be it further resolved that ASEA encourages feedback from its members, particularly those who are members of the LGBTQIA+ community, to continuously improve workplace conditions and culture, and;

Be it finally resolved that ASEA commits to fostering an inclusive environment that recognizes and values the diversity of its membership, including workers who are LGBTQIA+, and will work towards eliminating barriers to full participation in union activities and professional opportunity.

Submitted by: Ryan Knight

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 2
Article

Pg. 1 of 2

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

Alaska State Employees Association Commitment to Accessibility Enhancement Through Inclusive Design

1 Whereas, the Americans with Disabilities Act (ADA) Title I, II, III, the Rehabilitation Act of 1973
2 Section 508 requirements, have been enacted to protect from discrimination and ensure access to
3 opportunities, establishments, transportation, and services are accessible to all citizens, including
4 those with disabilities. Web Content Accessibility Guidelines (WCAG) emphasize the importance
5 of accessibility in communications; and

6 Whereas, Section 508 is considered a model for best practices in digital accessibility to ensure that
7 digital services are accessible to all citizens, including those with disabilities.

8 Whereas, it is the responsibility of the Alaska State Employees Association (ASEA) to ensure that
9 all members, regardless of ability, have equal access to participation, information, and
10 communications; and

11 Whereas, inclusive design is recognized as a proactive approach to promoting accessibility for all
12 individuals, including those with disabilities;

13 Whereas, the 2020 U.S. Census reported that over nine percentage of Alaskans between the age of
14 18 to 65 years old were identified as having a disability, and highlighting the critical need for
15 enhanced accessibility measures [1 2](#) ;

16 Now, therefore, be it resolved, that ASEA hereby commits to taking active measures to enhance
17 the accessibility of all its communications, ensuring they meet or exceed the accessibility standards
18 outlined in ADA and Section 508 requirements;

19 Be it further resolved, that effective immediately, ASEA will prioritize inclusive design principles
20 in the creation and dissemination of all communications to ensure accessibility for all members,
21 with specific attention to the needs of those with disabilities;

22 Be it further resolved, that starting July 1, 2024, all electronic communications and forms to be
23 used by member issued by the ASEA to its members will undergo a thorough accessibility
24 screening prior to dissemination, with the goal of meeting or exceeding ADA and Section 508
25 requirements;

26 Be it further resolved, that ASEA will allocate resources and provide training to its
27 communication teams to ensure they are well-versed in inclusive design practices ADA, and
28 Section 508 requirements;

29

ASEA 19TH Biennial Convention

March 12-17, 2024

Anchorage AK

- 30 Be it further resolved, that ASEA will regularly assess and update its communication processes
 31 to incorporate advancements in accessibility technology and standards;
- 32 Be it further resolved, that ASEA will establish a dedicated accessibility committee, consisting
 33 of no less than five eligible members with some expertise in accessibility and representatives of
 34 those with disabilities, to oversee the implementation of these measures and to report on progress
 35 to the union membership biannually;
- 36 Be it further resolved, that ASEA encourages feedback from its members, particularly those with
 37 disabilities, to continuously improve the accessibility of its communications;
- 38 Be it finally resolved, that ASEA commits to fostering an inclusive environment that recognizes
 39 and values the diversity of its membership, including those with disabilities, and will work
 40 towards eliminating barriers to full participation in union activities and information
 41 dissemination.
 42
- 43 This resolution shall take effect immediately upon its adoption.
 44 1 <https://www.census.gov/quickfacts/fact/table/AK/DIS010222#DIS010222>
 45 2 <https://www.disabled-world.com/disability/statistics/scc.php#state>

Submitted by: Deadra Browne

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 3

P1 of 1

Article

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 WHEREAS: The members of the Alaska State Employees Association (ASEA), working for and
 2 in conjunction with the citizens of the State of Alaska (SOA), wish to perform the mission of
 3 public service for the benefit of all Alaskans in the various fields and services that are provided
 4 to the citizenry every day. We honor the pledge to protect and nurture the institutions, principles,
 5 people, and resources of ASEA and the State of Alaska (SOA) for the perpetual benefit of all the
 6 foretated parties;

7
 8 WHEREAS, this is intended to better prepare and teach the means by which members and
 9 constituents can transparently understand and engage in the discourse of their state government,
 10 communities, and organizations.

11
 12 THEREFORE, LET IT BE RESOLVED THAT ASEA/AFSCME LOCAL 52 document,
 13 educate, and connect all of its members and constituents with the resources and clear definitions
 14 of the language and methods utilized by agencies, constituents, members, and any other
 15 applicable internal or external stakeholders to conduct business and operations, within and
 16 without, the State of Alaska (SOA).

17
 18 BE IT FURTHER RESOLVED, within the limits imposed by time and available resources,
 19 ASEA should catalogue the methods and means, both subtle and overt, that are used by the SOA
 20 and other parties to both positively and negatively affect the workforce and the public of the
 21 SOA.
 22

Submitted by: Paul Keller

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 4
Article

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

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ASEA LOGO

Whereas, in December 2003, the ASEA State Executive Board, adopted motion 03-278 to establish a logo design contest and committee; and

Whereas, the Logo Design Committee allowed members, staff and family the ability to submit logos for the contest, and the submitted logos were posted online for ASEA members to cast their vote;

Whereas, the winning logo (Circle with Mountains and prominently displaying ASEA in large letters) was adopted by the ASEA Executive Board in January 2004 by motion 04-073; and;

Whereas, the ASEA Executive Board and the ASEA Members selected their logo of choice;

Whereas, the current logo (Blue Circle with State of Alaska) was designed by affiliate staff and implemented by the former Executive Director.

Therefore, Be it Resolved, that the ASEA Logo should be selected by the members of ASEA; and,

Be it Further Resolved, that ASEA Staff shall post both logos online for a vote of the membership.

Submitted by: Charles Stewart _____

Signature: _____/s/_____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 5 (CL1-04)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 Whereas, the job classification, defined by the collective bargaining agreement in 21.08a for sea
 2 duty is being paid less than minimum wage,
 3
 4 Whereas, sea duty pay for GGU members is not comparable to the federal nor private sector,
 5
 6 Whereas, recruitment and retention of GGU members in the sea duty job classification is
 7 difficult and requires a unique skill set,
 8
 9 Whereas, these members work to support public safety officers and on the difficult waters of
 10 Alaska’s coasts,
 11
 12 Therefore, let it be **resolved** ~~recognized~~ that ASEA/AFSCME Local 52 advocate for comparable
 13 sea duty pay which pays GGU members in this unit a living wage.
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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: CLASS I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 6 (CL1-07)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, Class I employment is considered a vital and necessary service brought to Alaskans,
 2 and Class I employees are critical to the infrastructure of the State of Alaska,
 3
 4 Whereas, there are numerous vacant Class I positions which causes staffing shortages across the
 5 State,
 6
 7 Whereas, filled positions experience call outs and burnout, which puts the vulnerable population
 8 served by Class I employees to be at risk for services that cannot be rendered,
 9
 10 Whereas, when there are staffing shortages due to call outs, burn outs, and vacancies, the job
 11 duties of Class I employees must still be met with the staff available,
 12
 13 Therefore, be it resolved that ASEA/AFSCME Local 52 encourage management to accept
 14 responsibility for these call outs, staffing shortages, and fill open positions to ensure adequate
 15 coverage for the benefit of all Alaskans and avoid GGU member burnout.

Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 7 (J-RB/LEG – 1)

Pg. 1 of 1

Article 21.03 Geographic Pay Differential Study

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 AS Sec. 39.27.030. Geographic pay differential survey.
- 2 Subject to appropriation, the director of the division of personnel shall conduct a survey,
- 3 at least every five years, to review the geographic pay differentials under AS 39.27.020.
- 4 The survey may address factors the director determines are relevant to review state
- 5 salary schedules, entitlements for beneficiaries of state programs, and payments for
- 6 state service providers. The survey must reflect the cost of living for duty stations in the
- 7 state or outside of the state by using the cost of living in Anchorage, Alaska, as a base.
- 8
- 9 The parties agree to reopen Article 21.03 for further bargaining within thirty (30) days of
- 10 the legislature implementing a change to AS 39.27.020.
- 11 The following pay step differentials are approved as an amendment to the basic pay
- 12 plan provided in section 21.01.
- 14 Whereas Geographical Differential study has not been done in 10+ years despite being State
- 15 Statute (AS 39.27.030) mandated every 5 years.
- 18
- 18 Whereas misinformation was gathered in the last study which lead to rural/bush communities
- 19 such as Tok and Delta Junction receiving a 0 geo dif.
- 21
- 21 Whereas inflation has increased exponentially in the last 4 years.
- 22
- 23 Therefore let it be resolved that we are asking the CNC to examine the Article 21.03 and bring to
- 24 the table, if in agreement, to move this forward as part of the upcoming 2025 contract negotiations.
- 25
- 26 Therefore let it be resolved that the ASEA Executive Board utilize their resources to urge the
- 27 Legislature to examine the Article 21.03 and move forward with AS 39.27.030.

Submitted by: _____ **Signature:** __ (President and Secretary or Delegate)
Convention Committee: Rural/Bush _____ **Committee Signature:** Douglas Jazykowski

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 8 (RB-2)
Article 22.02 Overtime

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 22.02 Overtime.
 2
 3 A. Overtime eligibility shall be in accord with the Fair Labor Standards Act (FLSA) or by
 4 mutual agreement of the parties. Overtime entitlements shall be earned in accord with
 5 the FLSA unless otherwise provided in this Agreement.
 6
 7 B. Overtime eligible bargaining unit members who regularly work a
 8 thirty-seven and one-half (37:30) hour workweek
 9 shall receive overtime for hours worked in excess of thirty-seven and
 10 one-half (37:30) hours of work per week at the rate of one and one-half (1.5)
 11 times the appropriate rate of pay. Overtime eligible bargaining unit members who are
 12 regularly assigned to a forty (40) hour workweek pursuant to letters of agreement
 13 establishing such alternate workweeks shall receive overtime after forty (40) hours of
 14 work at one and one-half (1.5) times the appropriate rate of pay.
 15
 16 Whereas employees are losing out on overtime hours and leave accrual with the current overtime
 17 practice such as weeks with mandated holiday or when personal leave is used.
 18
 19 Therefore we ask CNC to consider changing overtime to be calculated by the employee standard
 20 work day versus the employee standard work week per FLSA without a change to the current
 21 employee workweek for the upcoming 2025 contract negotiations.

Submitted by: _____

Signature: _____ (President and Secretary or Delegate)

Convention Committee: Rural/Bush **Committee Signature:** Douglas Janybarshi

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

41 revoked at any time. These facts leave employees insecure in their positions and unsure of their
 42 rights and expectations based on their job descriptions when hired post COVID. Some
 43 departments have teleworking agreements that are renewed every year, although these
 44 agreements are given on a case-by-case basis and must be approved by metrics after training
 45 which may not be achieved due to the stress of a workplace and the inefficiencies that occur for
 46 some employees working outside the home.

47
 48 A permanent teleworking policy will set standards that are consistent throughout all Departments
 49 and provide for procedures that should be followed by management regarding the timeframes for
 50 teleworking and expound on the current travel policy to include travel while working remotely
 51 from the employees designated telework site. This will give employees the confidence to join
 52 the State of Alaska workforce and/or remain employed. It will encourage a healthier work
 53 environment mentally, possibly physically, and financially for those commuting long distance
 54 from their offices.

55
 56 THEREFORE, BE IT RESOLVED, members and staff of ASEA/AFSCME will continue
 57 advocating for remote flexibilities that allow employees the ability to telework from home or
 58 outside the State (when on extended leave). Together ASEA/AFSCME will work with the State
 59 to draft a teleworking policy that will be consistent across all Departments allowing all
 60 employees with the capability to complete their work remotely to begin teleworking after in
 61 office training is completed that includes a reasonable evaluation of their knowledge, skills, and
 62 abilities to effectively work alone and are proficiently capable of completing their duties as
 63 required. This procedure will also provide for the employee’s ability to work outside the State of
 64 Alaska remotely if extended leave is needed.

65
 66 THEREFORE, BE IT FURTHER RESOLVED, a permanent statewide telework travel policy
 67 will be incorporated with the current travel instructions/guidelines created for employees capable
 68 of working remotely to ensure the State meets federal regulations as it applies to remote work
 69 outside the employees designated work site and is managed the same way by all Departments.
 70

Submitted by: Samantha Simien

Signature: *Samantha Simien* (President **and** Secretary **or** Delegate)

Convention Committee: Womens/Legislative

Committee Signature: _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 10 (CL1-01)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, the employees within the Class I designation are often doing more work outside of our
 2 job descriptions and taking on more and more responsibilities,

3
 4 Whereas, the State has reduced requirements for skilled Class I job classifications,
 5

6 Whereas, Class I employees who have continued to serve for many years should be recognized
 7 similarly to those who have been newly hired,
 8

9 Whereas, Class I employees have special skill sets honed through training and experience which
 10 is vital for the success of the State of Alaska,
 11

12 Whereas, some of the reduced requirements have been regarding the lowered minimum age for
 13 working in secure institutions, as well as a candidate's education, knowledge, and experience,
 14

15 **Therefore, Be It Resolved,** Class I employees request that ASEA/AFSCME Local 52 discourages
 16 the reduced age and education requirements presented by the State.

17
 18 ~~And therefore, be resolved, Class I employees request that ASEA/AFSCME Local 52 recognizes~~
 19 ~~Class I employees in longevity.~~
 20
 21
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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Class I** _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 11 (CL1-02)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, when classification studies are completed for Class I employees, ASEA/AFSCME
 2 Local 52 contract language has not been followed,
 3

4 Whereas, Class I employees have had their merit anniversary dates changed contrary to
 5 ASEA/AFSCME Local 52 contract language,
 6

7 Whereas, the ASEA/AFSCME Local 52 contract states: If an employee is reclassified to a higher
 8 salary range based upon the work already being performed, the merit anniversary date and the
 9 step placement remain unchanged. Employees that are at a pay increment will retain their pay
 10 increment at the new range but will be required to serve two years before being eligible for the
 11 next pay increment. (21.06 F(3))
 12

13 Therefore, **Be It Resolved**, Class I employees request ASEA/AFSCME Local 52 enforce contract
 14 language regarding merit anniversary dates.
 15
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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 12 (CL1-05)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, Probation/Parole Officers were reclassified in 2023 and separate pay ranges were
 2 determined for Institutional Probation Officers and Field Probation Officers,
 3
 4 Whereas, Pretrial Enforcement Officers were placed in the pay range of Field Probation Officers,
 5
 6 Whereas, PO 2a and PO 2b were created through the classification study,
 7
 8 Whereas, these subsections do not match APSC standards of Probation/Parole Officers,
 9
 10 Whereas, the dangerous duties of PO 2a and PO 2b are similar to each other and require
 11 specialized training,
 12
 13 Whereas, hiring and retaining Institutional Probation Officers has become more difficult due to
 14 these changes,
 15
 16 Therefore, let it be **resolved** ~~recognized~~ that ASEA/AFSCME Local 52 will **push** ~~encourage~~
 17 management to recognize and consolidate these jobs to the same level based on APSC standards
 18 of certification.
 19
 20
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 25

Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 13 (CL1-06)
Article

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, the work of ASEA/AFSCME Local 52 committees is essential in ensuring engagement
 2 with members and bringing issues and concerns to the attention of ASEA/AFSCME Local 52
 3 staff,
 4

5 Whereas, staff is there to provide support to members which includes the use and access of
 6 business leave,
 7

8 Whereas, business leave is crucial to the function of Class I employees participating in union
 9 activities due to the nature of their work and the difficulties they experience in requesting time
 10 away to conduct/participate in union activities,
 11

12 Whereas, ASEA/AFSCME Local 52 is made up of its members, and members are the heart and
 13 soul of union activities,
 14

15 Therefore, be it resolved that ASEA/AFSCME Local 52 **staff Executive Director and ASEA**
 16 **Executive Board** should support the use of business leave for union activities to include
 17 participation in committees when members are unable to take part in the work in a meaningful
 18 way due to the nature of Class I work.
 19
 20
 21
 22
 23
 24

Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 14 (NW-1)

Pg. 1 of 2

Article Leadership and Mentor Development Program

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 WHEREAS the future stability and leadership of ASEA/AFSCME Local 52 depends on the
2 active involvement of new and younger members;

3
4 WHEREAS developing a comprehensive leadership development program is crucial to identify
5 and activate new union members leaders;

6
7 WHEREAS ASEA aims to bridge the leadership gap by nurturing and empowering members
8 under 40 through targeted initiatives;

9
10 THEREFORE BE IT RESOLVED: ASEA/AFSCME Local 52 shall establish a board for a
11 Leadership Development Program tailored for newly active members, or 40 years of age and
12 under;

13
14 THEREFORE BE IT FURTHER RESOLVED: The Leadership Development Program shall be
15 executed within the following parameters:

16
17 **Establishment of The Committee by ASEA Local 52 That the Next Wave Committee is** to be
18 tasked with supervising and executing the Leadership Development Program.

19
20 A six-month timeframe designated for research and development of the leadership/mentor
21 program tailored for new and young members.

22
23 A twelve-month timeframe allocated for the implementation of the devised model to include
24 training and resources.

25
26 The committee will conduct an assessment three months prior to the subsequent two-year
27 convention to provide recommendations on potential resolution modifications.

Submitted by: _____

Signature: B. B (President **and** Secretary **or** Delegate)

Convention Committee: Next Wave Committee **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 15 (J-WIC/LEG – 2)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1
2 Whereas many ASEA members have children in Alaska’s public
3 school system and school districts are having to make hard
4 financial decisions that are detrimental to the safety and
5 quality of education for children of our members and our future
6 workforce.
7
8 Be it resolved that ASEA **Executive Board and/or Political Action**
9 **Committee (PAC)** requests the legislature and governor to approve
10 an increase to the base student allocation **per SB140.**
11
12
13
14
15
16
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Submitted by: Supanika Ordonez

Signature: S.Ordonez (Delegate) (President **and** Secretary **or** Delegate)

Convention Committee: Womens / Legislative **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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X Michelle Brooks 3/13/2024

Michelle Brooks, ASEA member
WIC secretary

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 16 (WIC-1)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1
2 Update language to be more inclusive:
3
4
5 2.03.060 Women's Issues Committee
6
7 The Women's Issues Committee is created for members to address
8 challenges, inequalities, and recommendations for improving the
9 lives and working conditions for ASEA women, women-members and
10 their families. The Women's Issues Committee will meet
11 telephonically at least quarterly and may meet in a face-to-face
12 meeting annually in lieu of a telephonic meeting.
13
14
15
16
17
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Submitted by: Supanika Ordonez
Signature: S.Ordonez (Delegate) (President **and** Secretary **or** Delegate)
Convention Committee: Women's **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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X Michelle Brooks 3/13/2024

Michelle Brooks, ASEA member
WIC Secretary

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 17 (WIC-5)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1
2 Whereas the Department of Health, Office of Public Assistance
3 staff has been overwhelmed with a backlog of applications and
4 ASEA members working in the Department have been working hard to
5 keep up.
6

7 Be it resolved that ASEA is requesting the legislature and
8 Department of Health to increase the salary range and benefits
9 of ASEA members working in this ~~Departmnet~~Department, provide
10 recruitment and retention bonuses, and increasing the number of
11 PCNs assigned to this work.
12

13 Be It resolved ASEA will work collaboratively with stewards and
14 other DPA staff to address non-productive and/or hostile
15 elements of the work culture that discourages retention of
16 employees.
17
18
19

Submitted by: Supanika Ordonez

Signature: S.Ordonez (Delegate) (President **and** Secretary **or** Delegate)

Convention Committee: Womens **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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X Michelle Brooks 3/13/24

Michelle Brooks, ASEA Member
WIC Secretary

ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 18 (WIC-6)

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1
 2 Whereas access to childcare **and reasonable workplace**
 3 **accommodations** is a barrier for many ASEA members with working
 4 families **and/or chronic illness/disability and acknowledging**
 5 each Department has their own flexibilities
 6

7 Be it resolved that the Contract Negotiating Committee for the
 8 2025-2028 cycle is encouraged to ask for childcare **and remote**
 9 **telework** flexibilities to be written into the contract such as:

- 10
- 11 • Allowances for temporary or long-term teleworking
 - 12 agreements for pre-maternity leave, post-maternity leave,
 - 13 and during school holidays or extended breaks.
 - 14 • Allowances for a flexible schedule to work at non-
 - 15 traditional hours (before or after scheduled start times)
 - 16 or weekends to allow for flexibility. Employee will keep a
 - 17 spreadsheet documenting hour worked.
 - 18 • Allow for up to 7.5 hours of non-punitive leave without pay
 - 19 if an employee is unable to work the full hours that they
 - 20 are scheduled to work during a pay period due to childcare
 - 21 issues.
 - 22 • **Allowances for temporary or long-term teleworking**
 - 23 **agreements for chronic illness or disability.**
- 24
 25

Submitted by: Supanika Ordonez _____

Signature: S.Ordonez (Delegate) _____ (President **and** Secretary **or** Delegate)

Convention Committee: Womens _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 19 (LEG-4)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 Whereas, HB 100 provides for 18 weeks of paid family leave for public employees;
- 2
- 3 Whereas, the Alaska Family Medical Leave Act and the federal Family Medical Leave Act
- 4 provide for the right to take leave during critical life events such as the birth or adoption of a
- 5 child, a serious illness of a family member, or a time of profound hardship facing a spouse or
- 6 domestic partner, but does not provide a requirement for an employer to provide paid leave
- 7 during these absences;
- 8
- 9 Whereas, employees should not need to rely on accrued leave during these critical life events;
- 10
- 11 Whereas, for years, the State of Alaska has faced a net outmigration of families due in part to the
- 12 lack of pensions and competitive benefits. The result is that we as Alaskans pay a penalty as our
- 13 workforce ages, outmigration continues, and we are unable to recruit and retain the best and
- 14 brightest in Alaska;
- 15
- 16 Whereas, this bill would help our public sector recruit and retain employees, as well as ensure
- 17 that our state could be amongst the best in the nation to raise a family; and
- 18
- 19 Whereas, in his 2023 State of the State, Governor Dunleavy said that he wanted Alaska to be the
- 20 best state to raise and educate a family.
- 21
- 22 Therefore be-it resolved, that ~~AFSCME~~ASEA/AFSCME Local 52 Executive Board and
- 23 Political Action Committee (PAC) calls upon the Legislature to pass HB 100 this legislative
- 24 session, and encourage the Governor to ~~immediately~~ sign the bill upon receiving it.
- 25

Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: _____ **Legislative** _____ **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 20 (J-CL1/LEG 1)
Article

Pg. 1 of 2

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 Whereas the Alaska Legislature is considering SB 88, which reestablishes the option for a
2 defined benefits package for state and other public employees;
3
4 Whereas both state and local governments are finding it difficult to recruit and retain workers
5 long-term;
6
7 Whereas it is more cost-effective for the state to retain employees it has trained rather than hire
8 new employees more often and retrain them for those positions;
9
10 Whereas retaining experienced workers provides for greater productivity as well as enhanced
11 workplace safety;
12
13 Whereas a strong retirement system is a powerful incentive for workers of all ages;
14
15 Whereas there is an outmigration of Alaskans to other states and private sector employers that
16 offer their employees better wages and benefits;
17
18 Whereas work in service to the public is a dignified career choice, and public servants deserve to
19 retire with a livable income; and
20
21 Whereas state employees are not eligible to contribute to social security;
22
23 Therefore **be it** resolved; that ~~AFSCME~~ ASEA/AFSCME Local 52 members strongly support
24 Senate Bill 88 and urge the Alaska House of Representatives to expedite its passage;
25
26 **Be it** further resolved that Governor Dunleavy is encouraged to immediately sign the bill upon
27 receiving it;
28
29 **Be it** further resolved that lobbyists employed by ASEA/AFSCME/ Local 52 prioritize the
30 passage and signing of SB 88 in their discussions with legislators and the governor's office;
31
32 **Be it** finally resolved that ASEA/AFSCME/ Local 52 PAC is encouraged to request all
33 candidates seeking their endorsement for legislative or gubernatorial races pledge to support a
34 return to defined benefits for all Alaskan public employees.
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I & Legislative **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 21 (LEG-2) See Res.7

Pg. 1 of 2

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

- 1 Whereas, the state has not updated the geographic differential since 2008; and
 2
 3 Whereas, AS 39.27.030 states: “Subject to appropriation, the director of the division of personnel shall
 4 conduct a survey, at least every five years, to review the geographic pay differentials under AS 39.27.020.
 5 The survey may address factors the director determines are relevant to review state salary schedules,
 6 entitlements for beneficiaries of state programs, and payments for state service providers. The survey
 7 must reflect the cost of living for duty stations in the state or outside of the state by using the cost of
 8 living in Anchorage, Alaska, as a base.”; and
 9
 10 Whereas, inflation causes hardship for all employees, and inflation poses a literal emergency in
 11 communities where cost of living expenses are poorly compensated or entirely neglected. Employees in
 12 our outlying communities play a critical role in the state infrastructure whether it be working for
 13 DOT&PF, Fish and Game, OCS ,Wildfire Protection, and other public agencies. Dispersed communities
 14 ensure that many employees drive 20-30 miles to and from their place of work. The price of a gallon of
 15 gas can greatly exceed the prevailing cost in Anchorage. Inflated food prices shift common grocery items
 16 outside Anchorage from expensive to unaffordable; and,
 17
 18 Whereas, the pandemic has exacerbated the impact of inflation on housing, groceries, and other costs of
 19 living and transportation; and
 20
 21 Whereas, the 2008 Geographic Differential study recommends conducting an updated study should there
 22 be a rise in fuel prices; and
 23
 24 Whereas, it has been over fifteen years since the last geographic differential study was conducted and the
 25 cost-of-living calculations for outlying communities with respect to Anchorage are inaccurate, out of date,
 26 and compounded by inflation.
 27
 28 Therefore, be it resolved that the **AFSCME/ASEA/AFSCME** Local 52 calls upon the Legislature and
 29 Governor to fund an updated geographic differential study.
 30

Submitted by: _____
Signature: _____ (President **and** Secretary **or** Delegate)
Convention Committee: Legislative **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 22 (CL1-03)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, Class I employees who have continued to serve for many years should be recognized
2 similarly to those who have been newly hired,
3
4 Whereas, Class I employees have special skill sets honed through training and experience which
5 is vital for the success of the State of Alaska,
6
7 Therefore, Class I employees request no lowering of standards, be it age, education, or training,
8 when being considered for a Class I employee position.

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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Class I **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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ASEA 19TH Biennial Convention
March 12-17, 2024
Anchorage AK

Resolution No. 23 (LEG-5)
Article

Pg. 1 of 1

(Resolutions received by 5:00 p.m. on January 31, 2024, require a majority vote; thereafter, a two-thirds vote is required.)

1 Whereas, HB 374 repays the student loans of teachers and public servants who return home from
 2 pursuing higher education out of state;

3
 4 Whereas, for years, the State of Alaska has faced a net outmigration caused in part by lack of
 5 competitive wages and salaries of State employees, telework opportunities provided by other
 6 employers, stress associated with high turnover and existing staff handling the excess
 7 caseloads/workloads;

8
 9 Whereas, this bill would help our public sector to recruit and retain employees, as well as ensure
 10 that our state is amongst the best in the nation to start a career in public service.

11
 12 Therefore be-it resolved that ~~AFSCME~~/ASEA/~~AFSCME~~ Local 52 supports HB 374 and calls
 13 upon the Legislature to pass this bill and the Governor to sign it upon receipt.

14
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Submitted by: _____

Signature: _____ (President **and** Secretary **or** Delegate)

Convention Committee: Legislative **Committee Signature:** _____

RECOMMENDATIONS AND CONVENTION ACTION		
BOARD RECOMMENDATION TO COMMITTEE	RESOLUTIONS COMMITTEE RECOMMENDATION TO ASSEMBLY	CONVENTION ACTION
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