

For More information Please Contact Your Contract Negotiating
Committee (CNC) Or Your Local Union Office

Sitka City And Borough Chapter ASEA Contract Negotiating Committee:

HARBOR DEPARTMENT

JoyAnn Dunnivant - Negotiator

ENVIRONMENTAL DEPARTMENT

Ray Stonebreaker - Negotiator

PUBLIC WORKS DEPARTMENT

Nicholas McGraw - Negotiator

Josh Branham - Alternate

**KETTLESON MEMORIAL LIBRARY & HARRIGAN
CENTENNIAL HALL**

Catherine Parker - Negotiator

Tiffeny Bryner- Alternate

FIRE DEPARTMENT

Mike White - Negotiator

Al Stevens - Alternate

ASEA /AFSCME Local 52 Contract Information:

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ASEA / AFSCME Local 52

Sitka City And Borough Chapter

Tentative Collective Bargaining Agreement

Contract 2010-2013 Highlights



For more information, please contact your CNC Member or Local Union Office

Dear ASEA Member,

Enclosed is a tentative contract agreement that was reached on April 21, 2010 between your elected Contract Negotiating Committee (CNC) and the City and Borough of Sitka (CBS). The contract is for January 1, 2010 to June 30, 2013. Additionally, included herein are highlights of the contract along with a recommendation from your CNC that you vote yes in support and ratify this contract.

Undoubtedly, your CNC would have preferred to secure higher increases of wages and other monetary terms. However, after many long negotiating sessions which included federal mediation your CNC concluded that this is the best that could be obtained from the employer.

Overall, this tentative contract is an improvement over the previous one. It not only has some better language of permissive subjects, there are monetary increases of wages too. Additionally, there is protection in preserving the health care plan. In the second and third years of the contract there are opportunities to reopen and negotiate further wage increases.

Please consider the above and support your CNC, your Union, and yourself by voting yes.

In Solidarity

Members of the CNC
JoyAnn Dunnivant
Catherine Parker
Mike White
Nicholas McGraw

Contract Highlights

	PREAMBLE - NO CHANGE
1	Recognition - NO CHANGE
2	Union Representation & Activities Permits broader use of the city’s email & union business leave donation
3	Union Security - NO CHANGE
4	Managements Rights - NO CHANGE
5	No Strike, No Lockout - NO CHANGE
6	Non-Discrimination - NO CHANGE
7	Labor/Management Committee - NO CHANGE
8	Personnel Files - NO CHANGE
9	Vacancies - NO CHANGE

10	Discipline & Discharge; Resignation Employee may request their resignation be rescinded
11	Probationary Periods - HOUSEKEEPING CHANGE
12	Grievance Arbitration - NO CHANGE
13	Personnel Policies Incorporates additional personnel policies into the collective bargaining agreement
14	Safety & Health Expands employees’ rights & establishes a standing committee
15	Occupational Injury - HOUSEKEEPING CHANGE
16	Drug-Free & Alcohol-Free Workplace Gives employee additional time to report a conviction (5 working days)
17	Layoff Changes in bumping rights
18	Hours of Work, Overtime, Premium Pay, Shifts & Breaks Change in call out duration if work completed early; standby pay increased to \$3.50 per hr; evening shift pay differential increased to \$1.00 per hr; night shift differential increased to \$1.50 per hr; employer required to give five working days written notice in change of work schedule
19	Holidays Change in observance of holiday when it falls on the employee’s day off
20	Time Off Increased cap on vacation hours for general government of 560 hrs, and 672 hrs qualified fire personnel; increase cap on sick hours for qualified fire personnel from 720 hrs to 864 hrs
21	Travel NO CHANGE
22	Working Out of Classification NO CHANGE
23	Wages Effective July 1, 2010 a onetime wage payment of \$1250.00 will be paid to all ASEA members; July 1, 2011 and July 1, 2012 a conditional wage reopener; a wage “ME TOO” clause
24	Health Insurance Intent of the city to provide overall health insurance benefits equal to or greater than the plan in place on July 1, 2008
25	Retirement - HOUSEKEEPING CHANGE
26	Saving Clause – No Change
27	Zipper Clause – No Change
28	Duration Duration & Date Change
A	(Qualified Fire Personnel) Re: Fire Engineers Hours of Work & Compensation - call out Language changes
B	Personnel Policies – Language Deleted