

July 7, 2022

Dear ASEA Member,

Your co-workers who served on the Contract Negotiating Committee (CNC) bargained with the City & Borough of Sitka to arrive at a Tentative Agreement (TA) that 1) balances contract improvements with employer priorities and 2) preserves the value of your labor versus the rising cost of living. The CNC thanks the membership for their input during negotiations and recommends that members ratify the TA covering July 1, 2022 through June 30, 2025.

The CNC succeeded at restoring a pay grade for each position and an advancement step for each bargaining unit member on a wage table for predictable merit step increases in this and future contracts. Retroactive to July 1, 2022, each employee will advance one merit step (+2.5%) automatically on the wage table and the wages themselves will increase 4% for a Cost-of-Living Adjustment (COLA). The CNC negotiated a +3.5% COLA to wages in the second year of the contract and a +2.5% COLA to wages in the third and final year of the contract. A second merit step (+2.5%) will take place in the third year on each employee's anniversary of hire. Programmed merit step increases assume acceptable performance. The CNC also sought to realize the value of unused sick leave and the employer agreed to annual conversion of some sick leave to vacation time on a 1:1 basis.

The CNC negotiated fair wages and contract improvements that stand to benefit all members of the unit while compromising with the employer on monetary terms that are expected to be approved by the Assembly. Considering the current fiscal climate and the positive gains throughout the new agreement, the CNC recommends that you vote YES in support of ratifying the TA.

Below is the Summary of Gains and Losses as required by ASEA Policy and Procedures 20.02.000 C. This summary highlights the changes that were made to your current contract. Please review this statement closely to understand all the changes that were made to your current contract. The exact language of the TA can be viewed at the ASEA/AFSCME Local 52 website (www.afscmelocal52.org). You can also contact a CNC member or union staff to review a printed copy of the TA.

GAIN: The following articles have contract language that is an improvement from the current contract language.		
Article	Article Title	Remarks
19	Holidays	Add Martin Luther King Jr. Day Clarify practice regarding holidays worked
20	Time Off	Replace Sick Leave Bank with donation of Vacation time Allow conversion of some sick leave to vacation time
23	Wages	Placement on a new Wage Matrix which represents a % increase to existing wage rates, in addition apply a 3.5% COLA increase July 1, 23 followed by a 2.5% increase July 1, 24. In FY 25 employees may move up a step on their anniversary date dependent on performance

LOSS: The following articles have contract language that is not as favorable as the current contract.		
18	Hours of Work, Overtime, Premium Pay, Shifts, and Breaks	Change in approval for OT 7th day double time language has been deleted and the handbook will control Added a provision where standby pay may be forfeited for failure to respond Changed shift differential time range
13	Personnel Policies	Replace existing language with reference to the CBS Personnel Policies Handbook as adopted by the Assembly on 12/14/21. Contract prevails when a conflict between the two documents occurs.
NEUTRAL: The following articles have maintained the status quo. There has been no change in language or new language has been added to clarify intent or process.		
1	Recognition	No Change to current contract language
2	Union Representation and Activities	No Change to current contract language
3	Union Security	No Change to current contract language
4	Management Rights	No Change to current contract language
5	No Strike No Lockout	No Change to current contract language
6	Non-Discrimination and Workplace Professionalism	No Change to current contract language
7	Labor- Management Committee	No Change to current contract language
8	Personnel Files	No Change to current contract language
9	Vacancies	No Change to current contract language
10	Discipline and Discharge and Resignation	<i>Bringing the contract in line with the Weingarten Doctrine</i>
11	Probationary Periods	No Change to current contract language
12	Grievance Arbitration	<i>adding language describing current practice leading up to grievance arbitration</i>
14	Safety and Health	No Change to current contract language
15	Occupational Injury	Replace Article with identical Personnel Policies Handbook
16	Alcohol-Free and Drug-Free Workplace	Has been deleted and the handbook will control where the contract is silent
17	Layoff	No Change to current contract language. Correct type on 17.01.
21	Travel	Has been deleted and the handbook will control where the contract is silent
22	Working out of Job Classification	Clarification of Temporary Transfer to Lower Classification impact Replace existing individual process and the handbook will control with option for Union to initiate group request under handbook process
24	Health Insurance	No Change to current contract language
25	Retirement	No Change to current contract language
26	Education Reimbursement	No Change to current contract language
27	Contracting Out	No Change to current contract language
28	Savings Clause	No Change to current contract language
29	Zipper Clause	No Change to current contract language
30	Duration	Updated dates for 3-year agreement, July 1, 2022 to June 30, 2025