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**LETTER OF CLARIFICATION
between the
FAIRBANKS NORTH STAR BOROUGH
and the**

ASEA/AFSCME LOCAL 52
FAIRBANKS FIELD OFFICE

Alaska State Employees Association, AFSCME Local 52, AFL-CIO

Re: Clarification of Payback Provision – Training/Educational Opportunities

May 1, 2014

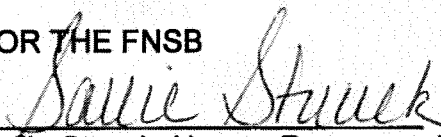
The Fairbanks North Star Borough will be implementing changes to the Travel Policy (FNSB35.01). ASEA has expressed concerns about the policy language and the payback provision, in conjunction with the ASEA contract, which are addressed in this letter of clarification.

The payback provision of educational/training related expenses is outlined in Article 24.01(G) of the Collective Bargaining Agreement which states:

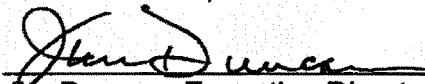
Employees who resign prior to completing one year of service after requesting and receiving educational/training reimbursement shall be required to pay back the Borough for such prior reimbursement. Such payback shall be deducted from the Employee's final pay. The reimbursement requirement may be waived by the Chief of Staff.

For clarification, ASEA employees will not be required to reimburse the borough for any borough directed training, (which will be identified on the TA form). Only training that the employee has requested, and the borough has approved is subject to the payback provision, should the employee resign prior to completing one year of service after the education opportunity/training concludes.

FOR THE FNSB


Sallie Stuvek, Human Resources Director

FOR AFSCME, LOCAL 52


Jim Duncan, Executive Director