

SUMMARY OF GAINS & LOSSES

**TENTATIVE AGREEMENT FOR JULY 1, 2013 to JUNE 30, 2016
as Compared to the
Current GGU Contract**

**Prepared by your elected Contract Negotiating Committee in
accordance with Article 20.02.000.C of the ASEA Policies & Procedures**



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

GAIN: The following articles have contract language that is an improvement from the current contract language.

Article	Title	Remarks
2	Union Representation and Activities	Training time for all Stewards is increased from 7.5 to 15 hours in the first year of the contract and for all new Stewards in Years 2 and 3 of the contract.
3	Union Security	Dues Authorization forms to new GGU seasonal members will be provided by the State at new hire processing.
6	Nondiscrimination and Affirmative Action	Addition of a Dignity Clause specifying that the State is committed to providing a workplace where all employees are treated in a manner that maintains generally accepted standards of human dignity and courtesy.
19	Health and Security	<ul style="list-style-type: none"> ● Increase Employee Life Insurance from \$2,000 to \$10,000. ● Increase Travel and Accident Insurance from \$100,000 to \$200,000. ● Increase employer's health insurance contribution by \$14 per member per month to \$1389 in Year 1. In Years 2 and 3, the employer contribution will be the amount required for the Select Benefits Economy Plan but no less than \$1389. ● Employees in pay status on July 1, 2013 will receive a lump sum payment of \$755 less mandatory deductions to supplement the increase in Year 1 of the employer health insurance contribution.
21	Wages	1% wage increase on July 1, 2013; 1% wage increase on July 1, 2014; 2.5% wage increase on July 1, 2015.
23	Meal and Relief Periods	Clarified that a member will receive a paid 30 minute lunch period when a member works 2 hours or more in addition to their normal shift.
25	Annual and Sick Leave	Upon reaching 15 years of service and every year thereafter, members will receive an additional 7.5 hours of annual leave in the 2nd pay period of July to be used as a floating holiday.
26	Personal Leave	<ul style="list-style-type: none"> ● Upon reaching 15 years of service and every year thereafter, members will receive an additional 7.5 hours of personal leave in the 2nd pay period of July to be used as a floating holiday. ● Upon separation from State service, a maximum of 45 hours in the member's medical leave bank shall be transferred to the Union's Catastrophic Leave Bank.
30	Travel, Per Diem and Moving	Members traveling out of Alaska will receive either the rate specified in the Administrative Manual or the Federal travel rate, whichever is higher.

LOSS: The following articles have contract language that is not as favorable as the current contract language.

Article	Title	Remarks
5	No Strike or Lockout	GGU members can't honor another Union's picket line until the strike has reached 72 hours in duration.
13	Contracting Out	"improved services" as a management reason to contract out was added. Contracting out can be implemented without cost savings to the employer.
17	Classification Reviews	Deleted language that the Union may specify one reclassification study that the State must do in the next fiscal year.
19	Health and Security	Removed formula language that increased the employer contribution by the percentage increase in Select Benefits Economy Plan instead of the flat dollar amount.
21	Wages	<ul style="list-style-type: none"> ● Beginning July 1, 2015, pay increments of 3.75% after Step "J" will be reduced to 3.25%. ● In some rural communities, employees employed on June 30, 2011 are frozen on the salary schedule because of a reduction in geographic differential.
25	Annual and Sick Leave	<ul style="list-style-type: none"> ● Effective December 16, 2013, annual leave shall accumulate to a maximum of 1000 hours on December 15 of any calendar year. ● Members who have less than 400 hours on December 16, 2013, must use 75 hours of leave a year. ● Members who have greater than 400 hours on December 16, 2013, must use 112.5 hours of leave a year. ● Flextime credit (hours) may not be used to satisfy the mandatory leave requirement. ● Leave cash-in is limited to six (6) requests per calendar year.

26	Personal Leave	<ul style="list-style-type: none"> • Members hired after July 1, 2013, will accrue leave on a reduced leave accrual schedule. • For members hired on or after July 1, 2013, leave is valued at the salary rate in effect at the time it is accrued, not at the salary rate in effect when it is cashed out. • Effective December 16, 2013, personal leave shall accumulate to a maximum of 1000 hours on December 15 of any calendar year. • Members who have less than 400 hours on December 16, 2013, must use 75 hours of leave a year. • Members who have greater than 400 hours on December 16, 2013, must use 112.5 hours of leave a year. • Flextime credit (hours) may not be used to satisfy the mandatory leave requirement. • Leave cash-in is limited to six (6) requests per calendar year.
31	State Owned/Controlled Housing	New formula to determine charges. Members in State housing prior to July 1, 2013 are grandfathered at current rates.

NEUTRAL: The following articles have maintained the status quo. There has either been no change in language or new language has been added to clarify intent or process.

Article	Title	Remarks
1	Union Recognition and Representation	No change to current contract language
4	Management Rights	No change to current contract language
7	Labor-Management Committees	No change to current contract language
8	Emergency Personnel	No change to current contract language
9	Nonpermanent Appointments	No change to current contract language
10	Recruitment and Selection	No change to current contract language
11	Employment Status	Clarification of status of flexibly staffed positions and listing of job classifications that have flexibly staffed positions.
12	Layoff	No change to current contract language
14	Notice of Discipline and Discharge	No change to current contract language
15	Complaint Resolution Process	Housekeeping language changes
16	Grievance - Arbitration	No change to current contract language
18	Performance Evaluations and Incentives	The State will provide their Rater's Guide to the Union after they make revisions. Clarified what is acceptable performance.
20	Legal Trust Fund	No change to current contract language
22	Overtime and Premium Pay	Furloughs can't be used in lieu of layoff unless the Union agrees by a Letter of Agreement.
24	Holidays	No change to current contract language
27	Shift Assignment	No change to current contract language
28	Equipment and Clothing	No change to current contract language
29	Safety and Health	No change to current contract language
32	Parking	No change to current contract language
33	Protection of Rights	No change to current contract language
34	Examination of Records	No change to current contract language
35	Educational Advancement and Training	No change to current contract language
36	Legal Indemnification	No change to current contract language
37	Conclusion of Bargaining	No change to current contract language
38	Savings and Separability	No change to current contract language
39	Superseding Effect of this Agreement	No change to current contract language
40	Legislative Action	No change to current contract language
41	Printing of this Agreement	No change to current contract language
42	Duration of Agreement	July 1, 2013 to June 30, 2016

**For more information
please contact your
Contract Negotiating Committee (CNC)
or Local Union Office**

ASEA Contract Negotiating Committee:

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