

SUMMARY OF GAINS & LOSSES

TENTATIVE AGREEMENT FOR JULY 1, 2016 to JUNE 30, 2019
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.
See back page for contact information

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

<i>Article</i>	<i>Article Title</i>	<i>REMARKS</i>
6	Nondiscrimination and Affirmative Action	Expanded covered classes and improved the Dignity Clause complaint process
12	Layoff	Expanded definition of location for layoff purposes
16	Grievance - Arbitration	Expedited the grievance process by reducing from four to three steps
18	Performance Evaluations and Incentives	Employee is given two working days to review evaluation prior to discussion with rater
21	Wages	See LOA on Employees Frozen under Article 21.03
22	Overtime and Premium Pay	Improved flextime language
Letter of Agreement 16-GG-159	Employees Frozen under Article 21.03	Rural members currently in frozen status will become eligible for merit steps and pay increments

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

<i>Article</i>	<i>Article Title</i>	<i>REMARKS</i>
21	Wages	No COLA in each year of the 3-year contract
22	Overtime and Premium Pay	See LOA on Administration of Furloughs
30	Travel, Per Diem and Moving	Members will get the Federal rate when traveling out of state
Letter of Agreement 16-GG-160	Administration of Furloughs	Members will be required to take 15-hours of furlough (unpaid leave) for each year of the contract. Seasonal and part-time members (under 30 hours) are exempt from furlough.

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.

<i>Article</i>	<i>Article Title</i>	<i>REMARKS</i>
PRE	Preamble	No Change to current contract language
1	Union Recognition and Representation	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 or Lockout	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

NEUTRAL (cont'd): 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.

9	Nonpermanent Appointments	Updated name of Federal program
10	Recruitment and Selection	Updated name of State/Division
11	Employment Status	No Change to current contract language
13	Contracting Out	Correction of error in previous contract language
14	Notice of Discipline and Discharge	No Change to current contract language
15	Complaint Resolution Process	No Change to current contract language
17	Classification Reviews	No Change to current contract language
19	Health and Security	Employer contribution over the life of the contract averages the same amount as in previous contract
20	Legal Trust Fund	No Change to current contract language
21	Wages	Adopted language that may provide for biweekly payroll and mandatory direct deposit of checks when the State determines it is feasible
23	Meal and Relief Periods	Clarification of meal break allowance
24	Holidays	No Change to current contract language
25	Annual and Sick Leave	No Change to current contract language
26	Personal Leave	Clarifies language for the change in leave year by the State and leave donation processing
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
30	Travel, Per Diem and Moving	Change to Alaska Administrative Manual rates. Current AAM rate is same as previous contract.
31	State Owned /Controlled Housing	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 Collective 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	Updated dates for 3-year agreement, July 1, 2016 to June 30, 2019

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

**ASEA GGU CONTRACT
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Link to CNC Contact Information

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