

**ASEA/AFSCME Local 52**  
**GGU Contract Negotiating Committee**

**STATEMENT OF SUPPORT**



Tentative Agreement  
July 1, 2016 to June 30, 2019

Dear ASEA Member,

Enclosed is a ratification ballot for the Tentative Agreement that was reached on February 4, 2016, between your elected Contract Negotiating Committee (CNC) and the State (Administration). The Tentative Agreement (contract) is for a three year term--July 1, 2016 to June 30, 2019.

**The CNC recommends that you vote YES in support and ratify this Tentative Agreement.**

It is certainly not the overall contract your CNC or you desired. In June of 2015, the State Legislature directed the State Administration not to agree to any contract that had any increase in monetary terms, as the Legislature would not fund monetary increases. After giving this directive, the budget deficit increased dramatically when the price of oil dropped below \$30 a barrel. After negotiating for over five months, it became clear that because of the Legislature's directive, the continuing fiscal crisis and political climate, this is the best contract the CNC could negotiate.

The current fiscal crisis facing the State presents all Alaskans with difficult choices. Your CNC had to make difficult choices in reaching this Tentative Agreement. However, we believe this Tentative Agreement maintains base pay and benefits, limits losses and makes sacrifices that show an understanding that we need to do our part.

The goal of the CNC was to achieve improvements to benefit you and ensure the monetary terms could be approved by the Legislature prior to their adjournment in April, so the Tentative Agreement would be effective July 1, 2016.

The CNC believes that this Tentative Agreement is the best the CNC was able to negotiate. Major provisions include the following:

- Expanded covered classes and improved the Dignity Clause complaint process
- Expanded definition of location for layoff purposes
- Expedited the grievance process by reducing from four to three steps
- Employee is given two working days to review evaluation prior to discussion with rater

- Improved flextime language
- Rural members currently in frozen status will become eligible for merit steps and pay increments
- Employer contribution to health insurance over the life of the contract averages the same amount as in previous contract
- No COLA in each year of the 3-year contract
- Members will get the Federal per diem rate when traveling out of state
- 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.

We have enclosed a 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 (July 1, 2013 - June 30, 2016). Please review this enclosed statement closely to understand all the changes that were made to your current contract. The exact language of the Tentative Agreement can be viewed at the ASEA/AFSCME Local 52 website ([www.afscmelocal52.org](http://www.afscmelocal52.org)). If you have questions on the Tentative Agreement you can contact a CNC member or a Union Business Agent at any of the three Union offices.

**Again, we urge you to support your CNC, your Union, and yourself by voting YES on ratification of the Tentative Agreement.**

**In Solidarity,**

***ASEA GGU CONTRACT NEGOTIATING COMMITTEE***

***Bush Region*** – Matt Culley, Negotiator & Mo Koezuna, Alternate

***Central Region*** – Terry Hamm, Negotiator & Ken Cramer, Alternate

***Class I*** – Chuck Stewart, Negotiator & Cassandra Lynch, Alternate

***Northern Region*** – John Bennett, Negotiator & Shawn Alexander, Alternate

***Rural Region*** – Will Schwenke, Negotiator & Steve Oswald, Alternate

***Seasonal*** – Willy Dunne, Negotiator & Dave Matheny, Alternate

***Southeast Region*** – Nadine Lefebvre, Negotiator & Chris Pace, Alternate

Frequently asked questions and the complete terms of the Tentative Agreement can be viewed at the ASEA website:

<http://www.afscmelocal52.org>

You can also contact a member of the CNC or an ASEA Business Agent if you have additional questions



[\*\*http://www.afscmelocal52.org/tentative-agreement-contacts\*\*](http://www.afscmelocal52.org/tentative-agreement-contacts)

QR code and link to contact a CNC member or ASEA Business Agent

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