



Tentative Agreement



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Q. Where can I find out more information about this Tentative Agreement?

A. Worksite meetings will be conducted and you will be notified of the worksite meeting in your area. You may also contact any member of the CNC or a Union Business Agent. The list of the CNC members and Business Agents can be found by clicking on the following link:
<http://www.afscmelocal52.org/tentative-agreement-contacts>

Q. What are the furlough provisions included in LOA 16-GG-160?

- Seasonal employees in positions of less than 12 months duration and part-time employees scheduled for fewer than 30 hours per week are exempt from furlough
- All other members will be required to take 15 hours of furlough (unpaid leave) during each contract year
- Members may request furlough hours in the same manner as they request personal leave
- If a supervisor requires you to take furlough hours, they must provide two weeks notice and can't exceed 7.5 hours per pay period
- Members can cash in leave to offset the effects of the furlough hours
- Furloughs do not affect probationary period, leave accrual, health insurance, holiday pay and merit anniversary date
- Time taken as furlough hours shall not be considered as time worked for calculating overtime hours
- This LOA does not carry forward into the next contract
- This LOA is effective only if other bargaining units negotiating an agreement that begins July 1, 2016 have the same requirement that all full-time employees have the equivalent of 15 hours of furlough each fiscal year

- Q. How will the change in the Employer Contribution in Article 19 (Health and Security) affect me?**
A. The ASEA Health Trust determines the total plan cost and benefits. The employee contribution is the difference between plan cost and employer contribution. The ASEA Health Trust has not determined the plan cost for the following year. The ASEA Health Trust determines employee contributions for succeeding years in March of each year.
- Q. How do the changes in Article 21 (Wages) affect me?**
A. There will be no Cost of Living Adjustments (COLA) during the term of the contract. Members will continue to receive merit steps, pay increments and geographic differential when eligible.
- Q. What are the effects of the LOA 16-GG-159 on the employees that were in frozen pay status?**
A. Previously, some members in rural locations were in frozen pay status because of a reduction in their geographic differential. The LOA removes them from frozen status and they will receive merit steps and pay increments when eligible.
- Q. What are the expanded covered classes in Article 6 (Nondiscrimination and Affirmative Action)?**
A. Sexual orientation and gender identification are the expanded classes.
- Q. What is the change in regards to Article 12 (Layoff)?**
A. In areas where there is only one employee in a job classification, the geographic location will be expanded concentrically to include a minimum of five employees. This will primarily be used by members in Bush and Rural areas. Members in the expanded geographic location will have bumping rights as provided for in the contract.
- Q. How does this change the Article 16 Grievance process?**
A. Step 1 of the four step grievance process was to file with your immediate supervisor. This step rarely resulted in resolution of the grievance. In the new three step process the immediate supervisor is bypassed. This will shorten the grievance process.
- Q. How does the Article 18 change on Performance Evaluations benefit members?**
A. It gives the member two working days to review the evaluation prior to discussing it with the rater. After the discussion with the rater, if they do not concur with the evaluation, the member has 10 days to write a rebuttal.
- Q. What are the flextime changes in Article 22 (Overtime and Premium Pay)?**
A. Flextime eligible employees (Overtime ineligible) are now allowed to roll over their flex hours to the next year, for a maximum accumulation of 200 hours. After 45 hours of work, flextime credit hours begin to accrue after 40 hours instead of 42.5.
- Q. What is the change in travel per diem rates in Article 30 (Travel, Per Diem and Moving)?**
A. In state travelers will receive per diem in accordance with the rates in the Alaska Administrative Manual (AAM). Out of state travelers will receive the federal per diem rate for that area which may be lower than the Alaska state rate. The non-commercial housing allowance is paid in accordance with the AAM.