



**NEGOTIATING YOUR WAGES,
BENEFITS & WORKING CONDITIONS**

COLLECTIVE BARGAINING

MEMBER GUIDEBOOK



UNITED WE STAND



What is collective bargaining?

Collective Bargaining is a process of negotiation between the employer (State of Alaska) and employees (GGU members represented by ASEA) to reach a mutually acceptable contract that establishes wages, benefits and working conditions for the term of the agreement.

Objectives of collective bargaining

- Provide an opportunity for our Union to address problems and improve circumstances related to employment
- Facilitate a solution acceptable to both parties
- Develop a constructive atmosphere that fosters good relations
- Minimize conflicts and disputes through mutual agreements

Characteristics of collective bargaining

- A process of negotiation in which representatives of the employer and the employees submit, review, and determine proposals that will govern the terms of employment
- There is a considerable scope for discussion, compromise, and clarification
- Negotiating committee election, solicitation of contract concerns and interest, bargaining meetings, tentative agreements, and publication of a Gains & Losses statement are among a number of steps before a ratification election by the membership can be held
- Some subjects of bargaining are mandatory, some permissive (voluntary)

What established collective bargaining?

The State of Alaska, Department of Labor, Public Employment Relations Act (PERA)

Alaska Statute 23.40.070 – 23.40.260

<http://labor.state.ak.us/laborr/forms/pamphlet900.pdf>

Sec. 23.40.070. Declaration of policy. The legislature finds that joint decision-making is the modern way of administering government. If public employees have been granted the right to share in the decision-making process affecting wages and working conditions, they have become more responsive and better able to exchange ideas and information on operations with their administrators. Accordingly, government is made more effective. The legislature further finds that the enactment of positive legislation establishing guidelines for public employment relations is the best way to harness and direct the energies of public employees eager to have a voice in determining their conditions of work, to provide a rational method for dealing with disputes and work stoppages, to strengthen the merit principle where civil service is in effect, and to maintain a favorable political and social environment. The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the right of public employees to organize for the purpose of collective bargaining; (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment; (3) maintaining merit-system principles among public employees. (§ 2 ch 113 SLA 1972)

ASEA/AFSCME Local 52 Constitution – Article 12

12.02 State of Alaska General Government Bargaining Unit Contract Negotiating Committee (CNC).

- A. For the purpose of conducting negotiations with the State of Alaska, the union shall be represented by the Contract Negotiating Committee consisting of seven (7) ASEA/AFSCME Local 52 General Government Unit members.
- B. Negotiators and alternates must be elected and seated at least twelve (12) months prior to the end of the expiring contract...

12.03 Duties of the State of Alaska General Government Bargaining Unit Contract Negotiating Committee.

Duties of the Contract Negotiating Committee are as follows:

- A. The Contract Negotiating Committee shall have the sole authority to negotiate with the State of Alaska.
- B. Solicit membership input through such means as the State Executive Board, chapter presidents, stewards' networks, surveys, telephone interviews, and worksite meetings. In order to carry out its duties under this subsection, the Executive Director on behalf of the Contract Negotiating Committee will establish a budget which it will submit to the State Executive Board for funding six (6) months prior to the onset of negotiations. The State Executive Board shall not unreasonably withhold funds as requested in the Contract Negotiating Committee's budget...

Who are your elected negotiators?



Alaskans Working For Alaska!

ASEA/AFSCME Local 52, AFL-CIO CONTRACT NEGOTIATING TEAM (CNC)

10.10.2018



Matt Culley

Bush
NEGOTIATOR
443-3420

mculley@hotmail.com



John Bennett

Northern
NEGOTIATOR
750-8109

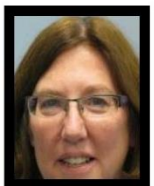
hydrojohn@gmail.com



Dave Matheny

Seasonal
NEGOTIATOR
897-4225

davepmatheny@hotmail.com



**Maureen "Mo"
Koezuna**

Bush
ALTERNATE
443-2296

koezuna@hotmail.com



Shawn Alexander

Northern
ALTERNATE
451-5455

traffic451@gmail.com



Pete Carter

Seasonal
ALTERNATE
200-2063

PECarter0@gmail.com



John White

Central
NEGOTIATOR
263-2122

hupurest@aol.com



Tonia Thayer

Rural
NEGOTIATOR
953-7305

tonia87mike@gmail.com



Alicia Hughes-Skandij

Southeast
NEGOTIATOR
465-2349

Alicia.skye@gmail.com



Cassandra Lynch

Central
ALTERNATE
952-6206

mznea68@yahoo.com



Jody Morris

Rural
ALTERNATE
529-6377

JodyM@afscmelocal52.org



Paul Kelly

Southeast
ALTERNATE
465-3914

Kelly.paul.r@gmail.com



Chuck Stewart

Class I
NEGOTIATOR
269-4271 or
529-8769

charlesstewartalaska@gmail.com



Eileen Farrar

Class I
ALTERNATE
334-2337

eileenf@alaska.gov



Jake Metcalfe

Executive Director
Chief Spokesperson

Phone: 277-5200
Fax: 277-5206
Toll Free:
800-478-2732

jakem@afscmelocal52.org

Representation is as follows: Southeast Region – Juneau, Central Region – Anchorage, Class One Employees – Statewide, Northern Region – Fairbanks, Rural Region - Mat-Su, Seward, Cook Inlet, Tok, Glennallen, Valdez, Kachemak Bay, Delta/Buffalo, Seasonal Employees – Statewide, and Bush Region - Ketchikan, Cordova, Petersburg, Sitka, Bethel, Dillingham, Nome, Kodiak/Aleutians

Collective Bargaining Timeline

PREPARING

Your Contract Negotiating Committee (CNC) or 'Team' was elected in March 2018. The CNC will meet and confer to set ground rules, develop an action plan for bargaining with the State of Alaska.

DEVELOPING

Worksite meetings will be held in order to provide members an opportunity to provide input to the team. Member input will help the team develop proposals for contract negotiations.

NEGOTIATING

Our CNC will meet with the State's negotiating team to establish dates and locations of future bargaining sessions. Throughout negotiations, both parties will provide proposals which may be considered, negotiated until both sides reach an agreement.

AGREEING

Once both sides reach agreement, each party endorses a tentative agreement (TA).

DISAGREEING

If both sides are unable to reach an agreement, mediation and arbitration may take place to attempt to bring both parties to a mutual agreement.

LEGISLATURE

Monetary terms must reach the Legislative by the 60th day of the session for consideration.

RATIFYING

Worksite meetings will be held to answer questions about gains/losses. The TA is presented to the membership for a ratification vote.

STRIKE VOTE

A vote of the bargaining unit members to authorize a strike can be taken at any time. Example: Both sides fail to agree (reach impasse) after mediation and/or arbitration, CNC could request a strike vote.

CONTRACT

A Collective Bargaining Agreement (contract) is ratified if the majority of union members voting approve the terms of the Tentative Agreement.

Once a strike is authorized, the strike itself cannot take place until after the contract expires.

If such an impasse continued:



What does your Contract Negotiating Committee do?

Your Contract Negotiating Committee's (CNC) goal is to negotiate a Collective Bargaining Agreement with the greatest benefit for all GGU bargaining unit members.

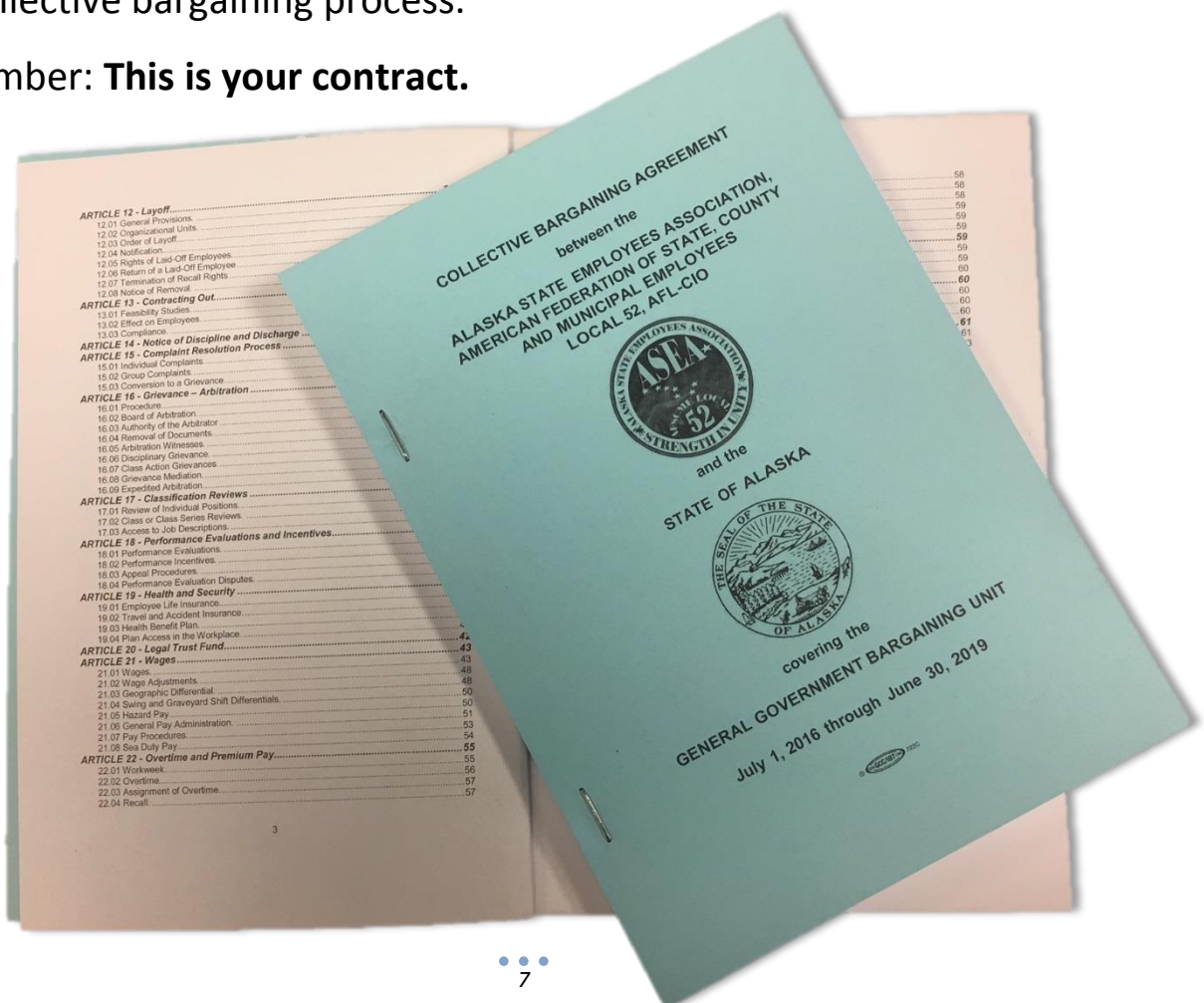
Your CNC meets to propose contract changes which they then submit to the State during negotiating sessions with the State of Alaska.

Your CNC makes decisions about proposals and provisions to the Collective Bargaining Agreement through consensus.

It is the goal of your CNC to have a contract submitted in time for legislative approval of monetary terms and membership ratification prior to the end of the legislative session.

For the best outcome, members need to stay informed and involved in the collective bargaining process.

Remember: **This is your contract.**





2018 STATE GGU CONTRACT NEGOTIATIONS COMMITTEE COMMENT/FEEDBACK FORM

RETURN TO ASEA HEADQUARTERS at 2601 Denali Street or Fax:277-5206,
Email: ASEAHQ@afscmelocal52.org – Attn: Contract Negotiations Committee (CNC)

1. What thoughts/comments would you like to share with your Contract Negotiating Team?

If related to a specific contract article, please provide the article number, the language and/or justification for change:

2. Are you willing to take any of the following actions to achieve a desirable contract?

☐ Rallies

☐ Taking leave to attend a rally

☐ Solidarity Breaks (Coordinated Walk-Out)

☐ Informational Pickets

☐ Letters to the Editor

☐ Contact Legislators

Please add additional comments to the CNC [here](#).

What can I do as a member to help the CNC achieve the best contract possible?

Stay Informed – Your CNC releases ‘Bargaining Updates’ after each negotiation session detailing dates and locations (both past and upcoming), proposals, counter proposals by the state, tentative agreements, impasses and information on how you can support your CNC.

Be sure to check your BREAKTIME READING emails or visit our website at www.afscmelocal52.org for more information.

Subscribe to ASEA Mobile – Follow your CNC through the bargaining process on your mobile device with our new text alert system –
Text GGUCNC to 237263

ATTEND NEGOTIATIONS – Follow negotiations to see if the next session is going to be in your community. By attending you show support for the CNC. A display of support can influence negotiations if the State of Alaska sees member interest and involvement.

Show support in your workplace and be prepared to rally support

Be prepared to show solidarity and strength for your CNC as they fight for you and your fellow bargaining unit members. Bargaining can be tough on negotiators and we may need all ASEA members to be organized and ready to display team support and union pride.

Continue your support for negotiations by signing a MOM Card

Solidarity during Contract Negotiations has never been more important. Due to the U.S. Supreme Court decision in Janus v. AFSCME, union membership is how you demonstrate your support for improving your wages, benefits, leave and other conditions of employment. Let’s continue a tradition of supporting the team that supports us! ***United we Stand, Divided We Beg!***

JOIN THE NETWORK



ASEA COMMUNICATIONS TEAM NETWORK



CONNECT. COMMUNICATE. COLLABORATE.

We're building a network for you to inform each other about your upcoming union contract! We are looking for volunteers to be a communicator in your workplace.

Busy work days it may be difficult to read 'Break Time' emails or visit the union bulletin board. **For you and your coworkers, consider becoming a communicator in your workplace by sharing contract negotiation information affecting your wages, benefits and workplace conditions!**

Build a team in your workplace! You can become a communications lead by expressing interest to be an ACT Leader. Perhaps you know of a leader in your workplace? Please share this information, too. The ACT leader will receive information from the Contract campaign team to share with you and your coworkers. The ACT Leader will also provide feedback necessary for a successful campaign to support a successful contract.

Stay informed – Get involved. Contact an ASEA Organizer at 800-478-2732 or your local ASEA Steward.

Find a Steward: <https://www.afscmelocal52.org/benefits-services/find-a-steward>



United We Stand

Bargaining Update No. 1

October 5, 2018

- Your Contract Negotiating Committee (CNC) met in May, September and October in Anchorage to organize and review contract issues and member comments.
- Your CNC met with the ASEA Health Benefits Trust, ASEA Legal Trust, ASEA Business Agents and Chief Stewards to discuss contract articles.
- Your CNC and the State agreed to begin bargaining on October 10-11 at ASEA Headquarters in Anchorage. Negotiations with the State will begin at 11:00 am on the 10th. Start time for the 11th TBD. We will inform those on the text alert system.
- Text GGUCNC to 237263 to receive the alerts from the CNC.
- Members of ASEA are encouraged to attend negotiations on personal time. GET INVOLVED!
- Worksite meetings regarding your next contract began this summer and will continue throughout the negotiations. Please watch for Break Time Reading emails regarding worksite meetings.
- Contact your local steward to join the ACT (ASEA Communications Team) Network. The ACT Network is your avenue for communications regarding your wages, benefits and working conditions.
- Visit the CNC webpage: www.afscmelocal52.org/CNC to contact the CNC members or obtain copies of this and future bargaining updates.

Central Region

John White, Negotiator
Cassandra Lynch, Alternate

Seasonal

Dave Matheny, Negotiator
Pete Carter, Alternate

Class I

Chuck Stewart, Negotiator
Eileen Farrar, Alternate

Southeast Region

Alicia Hughes-Skandijs, Negotiator
Paul Kelly, Alternate

Northern Region

John Bennett, Negotiator
Shawn Alexander, Alternate

Bush Region

Matt Culley, Negotiator
Mo Koezuna, Alternate

Rural Region

Tonia Thayer, Negotiator
Jody Morris, Alternate

ORGANIZE FOR POWER

www.afscmelocal52.org/cnc



United We Stand

Bargaining Update No. 2

October 11, 2018

- Text GGUCNC to 237263 to receive the alerts from the CNC.
- Your Contract Negotiating Committee (CNC) met with the State's bargaining team at ASEA Headquarters in Anchorage on October 10-11, 2018.
- Wages and healthcare contributions were brought forward for discussion but no concrete terms have been proposed from either side.
- Your CNC met with the ASEA Health Benefits Trust to gather information for a proposal on the employer's health care contribution.
- There were eighteen (18) articles that both sides tentatively agreed (TA'd) upon with no changes in the contract language (book language).
 - Article 4 (Management Rights)
 - Article 6 (Nondiscrimination and Affirmative Action)
 - Article 7 (Labor-Management Committees)
 - Article 8 (Emergency Personnel)
 - Article 12 (Layoff)
 - Article 20 Legal Trust Fund)
 - Article 23 (Meal and Relief Periods)
 - Article 27 (Shift Assignments)
 - Article 28 (Equipment and Clothing)
 - Article 31 (State Owned /Controlled Housing)
 - Article 32 (Parking)
 - Article 35 (Educational Advancement and Training)
 - Article 36 (Legal Indemnification)
 - Article 37 (Conclusion of Collective Bargaining)
 - Article 38 (Savings and Separability)
 - Article 39 (Superseding Effect of this Agreement)
 - Article 40 (Legislative Action)
 - Article 41 (Printing of this Agreement)
- Members of ASEA are encouraged to attend negotiations on personal time.
- The next negotiating session is scheduled for October 29-30 in Juneau.
- Please watch for Break Time Reading emails regarding worksite meetings.
- Contact your local steward to join the ACT (ASEA Communications Team) Network. The ACT Network is your avenue for communications regarding your wages, benefits and working conditions.
- Visit the CNC webpage: www.afscmelocal52.org/cnc to contact the CNC members or obtain copies of this and future bargaining updates.

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United We Stand

Bargaining Update No. 3 October 30, 2018

- Your Contract Negotiating Committee (CNC) met with the State's bargaining team for the second time in Juneau on October 29-30, 2018.
- The following articles were discussed and tentative agreements have been reached:
 - Article 21 – Wages: Year 1 is increased by 3%, Year 2 is increased by 1% and Year 3 is increased by 1%
 - Article 19 – Employer Healthcare Contribution: Year 1 increased by \$98 to \$1530, Years 2 and 3 will be \$1555.
 - NO 40 HOUR WORKWEEK
 - NO FURLOUGHS
- There are five non-monetary articles left to discuss at the next negotiating session in Anchorage on November 7-8 at ASEA Headquarters.
- Please watch for Break Time Reading emails regarding worksite meetings.
- Visit the CNC webpage: www.afscmelocal52.org/cnc to contact the CNC members or obtain copies of this and future bargaining updates.

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WAGES. BENEFITS. HEALTH CARE.

ARE THESE IMPORTANT TO YOU?

Your elected **CONTRACT NEGOTIATING COMMITTEE (CNC)** will be bargaining this fall. **ACT now and Opt-In to GGUCNC** so together we will achieve the best possible contract.



If you don't use text alerts, there are other ways to stay informed about your next contract...

- **Attend a negotiating session and watch the action as it happens at the table**
Date of negotiations will be published in your Bargaining Updates sent via your state email
- **Attend a worksite meeting**
- **Attend a Chapter meeting or event**
Visit the ASEA website, under Union Leadership, select your Chapter and see what events they have planned.
- **Watch for and read the ASEA Break Time Reading Emails**
- **Visit the GGU Contract Negotiating Committee webpage**
www.afscmelocal52.org/cnc
- **Talk to a Steward**
- **Join the ACT Network and become a communicator for your workplace**
- **Call or visit an ASEA office**
Contact information is on the back page of this guide

NOTE: When you opt-in on your to GGUCNC text alerts, you will have to provide information so we can verify if you are a member of ASEA. If we cannot verify your member status, you will be removed from the alert system.

IMPORTANT CONTACT INFORMATION

Website: www.afscmelocal52.org

Anchorage (Headquarters)

2601 Denali Street
Anchorage, AK 99503
(907) 277-5200 · Fax (907) 277-5206
Toll Free 1 (800) 478-2732

Fairbanks (Field Office)

542 Fourth Ave, Suite 226
Fairbanks, AK 99701
(907) 452-2300 · Fax (907) 452-2307
Toll Free 1 (800) 478-2305

Juneau (Field Office)

318 Fourth Street
Juneau, AK 99801
(907) 463-4949 · Fax (907) 463-4950
Toll Free 1 (800) 478-0049