

# SUMMARY OF GAINS & LOSSES

TENTATIVE AGREEMENT FOR JULY 1, 2019 to JUNE 30, 2022  
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

The GGU Tentative Agreement can be viewed online:  
[www.afscmelocal52.org/cnc](http://www.afscmelocal52.org/cnc)

Dear ASEA Member,

Recognizing the sacrifices in the previous contract, along with survey results and worksite meeting input, your CNC worked hard to pursue wage and health care contribution increases and deliver a contract without furloughs.

The CNC was able to negotiate a 3%, 1%, 1%, COLA, an increase to your Healthcare contributions, as well as a mechanism to automatically grant the backlog of late pay increments in years one and three. The CNC also eliminated the furlough requirements of the previous contract.

The CNC negotiated fair wages and improvements to benefit members where possible while delivering a reasonable contract to be approved by the Legislature.

**Considering the current fiscal climate and the positive gains throughout the new agreement, the CNC recommends that you vote YES in support and ratify this Tentative Agreement.**

*Below is the 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. Please review this 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)). You can also contact a CNC member, the union staff or an ACT member to see hard copies of the Tentative Agreement.*

<b>GAIN: The following articles have contract language that is an improvement from the current contract language.</b>		
<i>Article</i>	<i>Article Title</i>	<i>REMARKS</i>
<b>2</b>	<b>Union Representation and Activities</b>	<b>Expansion of Steward jurisdiction to include personnel issues</b>
<b>11</b>	<b>Employment Status</b>	<b>Promoted employees on probation may be rehired into previous position without serving a new probationary period</b>
<b>13</b>	<b>Contracting Out</b>	<b>When considering contracting out services, the State will meet with the Union to discuss a feasibility study.</b>
<b>15</b>	<b>Complaint Resolution Process</b>	<b>Non-retention begins at step two (shortens process)</b>
<b>18</b>	<b>Performance Evaluations and Incentives</b>	<b>See LOA on Overdue Pay Increments</b>
<b>19</b>	<b>Health and Security</b>	<b>\$1530 Employer (State) Healthcare Contribution per employee per month beginning on July 1, 2019 (\$98 increase); \$1555 beginning on July 1, 2020 (\$25 increase); \$1555 beginning on July 1, 2021</b>
<b>21</b>	<b>Wages</b>	<b>3% Cost of Living Adjustment/Increase (COLA) on July 1, 2019 1% COLA increase on July 1, 2020 1% COLA increase on July 1, 2021</b>
<b>22</b>	<b>Overtime and Premium Pay</b>	<b>Eliminated the Furlough requirement. Incentive of \$1.50/hr. where the Personnel Director has identified recruitment or retention difficulties</b>
<b>26</b>	<b>Personal Leave</b>	<b>Change in calculation of Catastrophic leave hours to prevent depletion of the leave account</b>
<b>Letter of Agreement 19-GG-146</b>	<b>Overdue Pay Increments</b>	<b>Grants overdue pay increments in years one and three of the contract</b>

**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	Notification by email for movement of GGU positions outside of the bargaining unit.
3	Union Security	Changes to reflect current law
4	Management Rights	No Change to current contract language
5	No Strike or Lockout	No Change to current contract language
6	Nondiscrimination and Affirmative Action	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
10	Recruitment and Selection	No Change to current contract language
12	Layoff	Amended contract to incorporate long-time LOA language
14	Notice of Discipline and Discharge	No Change to current contract language
16	Grievance - Arbitration	Clarifies time frame for Notice of Pay Problem (NOPP) grievances
17	Classification Reviews	Clarifies information required for position description review
20	Legal Trust Fund	No Change to current contract language
21	Wages	Clarifies the time frame for employer liability for penalty pay
22	Overtime and Premium Pay	Amended contract to incorporate long-time LOA language
23	Meal and Relief Periods	No Change to current contract language
24	Holidays	No Change to current contract language
25	Annual and Sick Leave	Administrative changes - dates
27	Shift Assignments	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	No Change to current contract language
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, 2019 to June 30, 2022

**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>
9	Nonpermanent Appointments	Absences for on-call nonpermanent substitutes are now considered a break in service
22	Overtime and Premium Pay	Clarified Holiday Premium Pay eligibility to single shift

## **ASEA GGU CONTRACT NEGOTIATING COMMITTEE**

### **Central Region (Anchorage)**

**John White, Negotiator  
Cassandra Lynch, 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**

### **Seasonal**

**David Matheny, Negotiator  
Peter Carter, Alternate**

### **Rural Region**

**Tonia Thayer, Negotiator  
Jody Morris, Alternate**

### **Bush Region**

**Matt Culley, Negotiator  
Mo Koezuna, Alternate**

## **ASEA/AFSCME LOCAL 52 LOCATIONS AND CONTACT INFORMATION**

### **ANCHORAGE HEADQUARTERS:**

**2601 Denali Street, Anchorage, AK 99503**

**FAX: 277-5206, TEL: 277-5200**

**TOLL FREE: 800-478-2732**

### **JUNEAU FIELD OFFICE:**

**318 4<sup>th</sup> Street, Juneau, AK 99801,**

**FAX: 463-4950, TEL: 463-4949**

**TOLL FREE: 800-478-0049**

### **FAIRBANKS FIELD OFFICE:**

**542 4<sup>th</sup> Avenue, Suite 226, Fairbanks, AK 99701**

**FAX: 452-2307, TEL: 452-2300**

**TOLL FREE: 800-478-2305**

**Link to CNC Contact Information  
[www.afscmelocal52.org/cnc](http://www.afscmelocal52.org/cnc)**

