



# 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

Below is the Summary of Gains & Losses as required by ASEA Policy and Procedures 20.02.000 C. This summary highlights 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)).

<b>GAIN: The following articles have contract language that is an improvement from the current contract language.</b>		
Article	Article Title	REMARKS
2	Union Representation and Activities	Expansion of Steward jurisdiction to include personnel issues
11	Employment Status	Promoted employees on probation may be rehired into previous position without serving a new probationary period
13	Contracting Out	When considering contracting out services, the State will meet with the Union to discuss a feasibility study.
15	Complaint Resolution Process	Non-retention begins at step two (shortens process)
18	Performance Evaluations and Incentives	See LOA on Overdue Pay Increments
19	Health and Security	\$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
21	Wages	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
22	Overtime and Premium Pay	Eliminated the Furlough requirement. Incentive of \$1.50/hr. where the Personnel Director has identified recruitment or retention difficulties
26	Personal Leave	Change in calculation of Catastrophic leave hours to prevent depletion of the leave account
Letter of Agreement 19-GG-146	Overdue Pay Increments	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.</b>		
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
<b>LOSS: The following articles have contract language that is not as favorable as the current contract.</b>		
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

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

**Bush Region:** Matt Culley and Mo Koezuna  
**Class I:** Chuck Stewart and Eileen Farrar  
**Rural Region:** Tonia Thayer and Jody Morris  
**Southeast Region (Juneau):** Alicia Hughes-Skandijs and Paul Kelly

**Central Region (Anchorage):** John White and Cassandra Lynch  
**Northern Region (Fairbanks):** John Bennett and Shawn Alexander  
**Seasonal:** Dave Matheny and Peter Carter



Link to  
CNC Contact  
Information

[www.afscmelocal52.org/cnc](http://www.afscmelocal52.org/cnc)