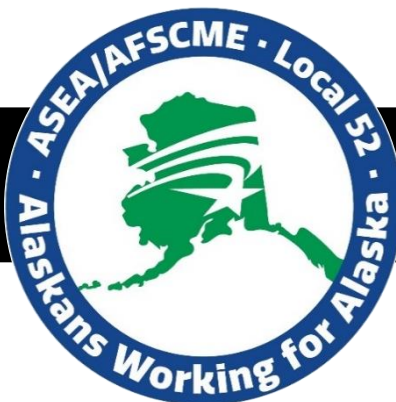




**NEGOTIATING YOUR WAGES,
BENEFITS & WORKING CONDITIONS**

COLLECTIVE BARGAINING

MEMBER GUIDEBOOK



UNITED WE STAND

Your GGU Contract Negotiating Committee (CNC) are member elected employees of your bargaining unit who represent all General Government Employees at the negotiating table. Together, we negotiate for what we, the employees of the GGU, deserve for the public services we provide to Alaska!

We are Alaskans working for Alaska!

United we Stand!

Divided we Beg!





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 several 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?

STATE GGU CONTRACT NEGOTIATING COMMITTEE (CNC)

ELECTED MEMBERS OF ASEA TO NEGOTIATE THE 2022 – 2025 CONTRACT

BUSH

Nicki Thomas

Bush Region Negotiator | Bethel | nickythomasak@gmail.com | (907) 750-1281

Scott Leigh

Bush Region Alternate | Nome | leightribe@hotmail.com | (907) 434-1018

CENTRAL

Cassandra Lynch

Central Region Negotiator | Anchorage | mznea68@yahoo.com | (907) 952-6206

John White

Central Region Alternate | Anchorage | hupurest@aol.com | (907) 263-2122

CLASS ONE

Charles Stewart

Class I Negotiator | Anchorage | charlesstewartalaska@gmail.com | (907) 529-8769

Eileen Farrar

Class I Alternate | Anchorage | altclass1cnc@yahoo.com | (907) 334-2328

NORTHERN

Shawn Staker

Northern Region Negotiator | Fairbanks | shawnstaker@outlook.com | (907) 347-8234

Erin Gleason

Northern Region Alternate | Anchorage | epgleason@gmail.com | (907) 888-0435

RURAL

Jody Morris

Rural Region Negotiator | Wasilla | jodym.asea@gmail.com | (907) 529-6377

Doug Grzybowski

Rural Region Alternate | Kenai | douglas.grzybowski@gmail.com | (907) 394-6005

SEASONAL

Dave Matheny

Seasonal Negotiator | Delta Junction | dave.matheny@hotmail.com | (907) 378-4792

VACANT – Seasonal Alternate

SOUTHEAST

Micheal Hills

Southeast Region Negotiator | Juneau | asea.stewy@gmail.com | (907) 209-7560

Kirsa Hughes-Skandijs

Southeast Region Alternate | Juneau | kirshark@gmail.com | (907) 465-2771

EXECUTIVE DIRECTOR / CHIEF SPOKESPERSON

Jake Metcalfe

Executive Director | Anchorage | jakem@afscmelocal52.org | (907) 277-5200 or (800) 478-2732 toll free

Collective Bargaining Timeline

PREPARING

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

INFORMATION

Surveys and worksite meetings will be held to provide members an opportunity to provide input to the team. Member input will help the team identify issues and 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.

AGREEMENT

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

IMPASSE

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 a 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 continues after the expiration of the contract, and the members approve to strike – get ready to Strike!

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.

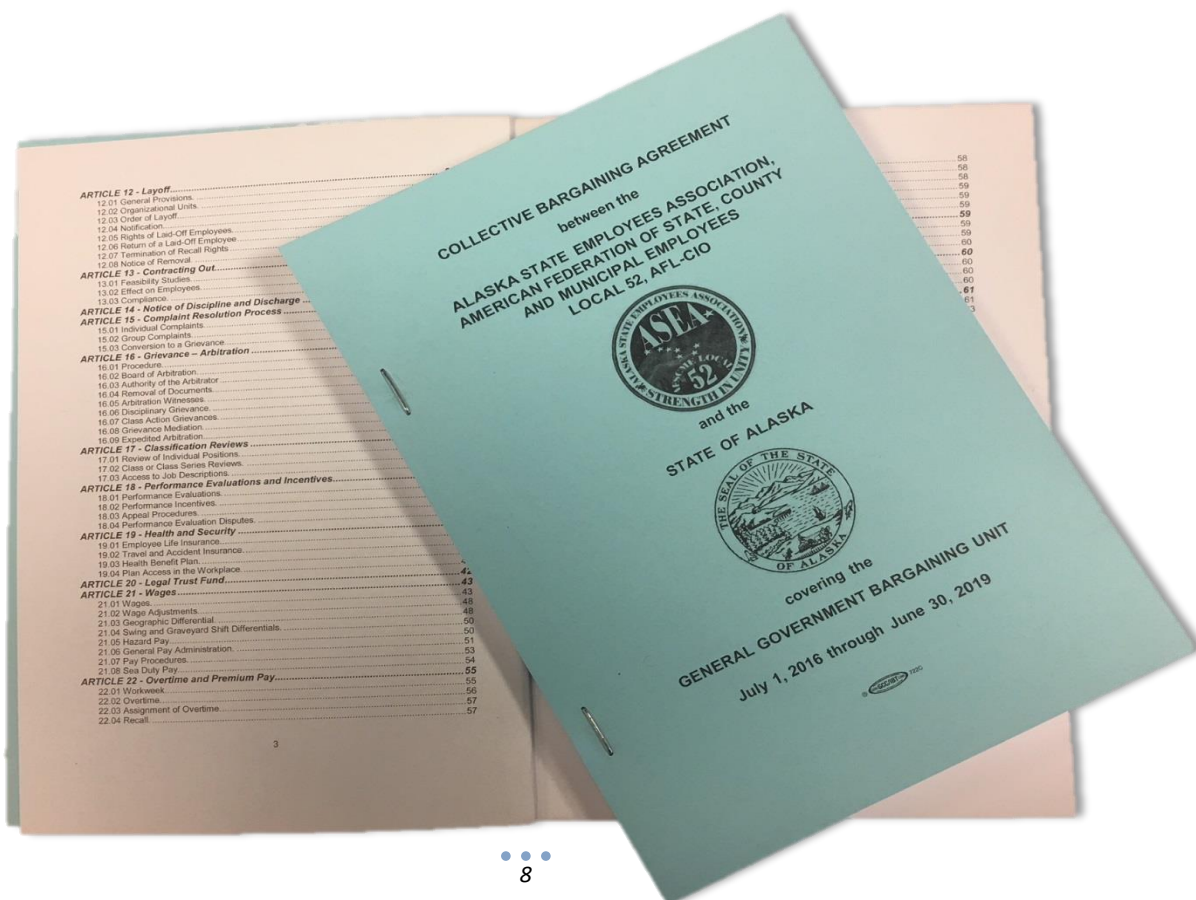
Your CNC meets to propose contract changes which they then submit to the State during negotiating sessions with the State of Alaska.

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.

This is your union contract with your employer, negotiated by your CNC.



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

Stay Informed – Your elected CNC will release ‘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.

Watch for ASEA emails and weekly digests 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 when they begin this fall to see if the next session is going to be somewhere you can attend in person. 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

YOUR

NEXT

CONTRACT

**SIGN UP FOR ACT
Text Alerts**

**Send ACTL52 to
237-263**

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

August 16, 2021

- Your Contract Negotiating Committee (CNC) met virtually on August 12 and 13 to organize and review contract issues
- Your CNC received important feedback on important contract articles from ASEA Business Agents
- The CNC will be reaching out to the membership in the coming weeks and months for your input!

To stay engaged and receive timely information, Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- ASEA Members, please look for and participate in a GGU contract survey that will be sent via email in the next couple of weeks. This survey will be open and available for several weeks to make sure members have an opportunity to respond. This is a great way to share what items in our contract are important to you or need attention
- If you are not a member of ASEA but care about good wages, good health care, safe working conditions, and want a voice and a vote in this process, please consider joining ASEA: <https://www.afscmelocal52.org/member>
- Stay tuned for upcoming Worksite meetings to meet your bargaining members, ask questions, and share contract items that are important to you
- Visit the CNC webpage: www.afscmelocal52.org/CNC to contact the CNC members or obtain copies of this and future bargaining updates.

Central Region

Cassandra Lynch, Negotiator
John White, Alternate

Seasonal

Dave Matheny, Negotiator
Vacant, Alternate

Class I

Chuck Stewart, Negotiator
Jesse Tigner, Alternate

Southeast Region

Alidia Hughes-Skandijis, Negotiator
Micheal Hills, Alternate

Northern Region

Shawn Staker, Negotiator
Erin Gleason, Alternate

Bush Region

Nicki Thomas, Negotiator
Scott Leigh, Alternate

Rural Region

Jody Morris, Negotiator
Doug Grzybowski, Alternate

ORGANIZE FOR POWER

www.afscmelocal52.org/cnc





United We Stand

Bargaining Update No. 2 September 28, 2021

- Your Contract Negotiating Committee (CNC) met on September 23-24 to review the information provided by the membership survey (thanks to all that participated!).
- Your CNC appreciates your feedback. The information will be used by the CNC to formulate proposals for the upcoming negotiations in October.
- The CNC invites you to a **Statewide ASEA Membership Worksite Meeting on September 30th at 12 noon** via zoom, to meet your contract negotiators, ask questions, and share contract items that are important to you.
- Please register in advance for this meeting:
<https://us06web.zoom.us/meeting/register/tZMlceytpzsrHtTc0-KdcaUP-ipcFbMZBTr7>
- After registering, you will receive a confirmation email containing information about joining the meeting after your ASEA membership is verified.
- If you are not a member of ASEA but care about your wages, good health care, safe working conditions, and want a voice and a vote on what is negotiated for you, please consider joining ASEA: <https://www.afscmelocal52.org/member>

To stay engaged and receive timely information, Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](https://www.afscmelocal52.org) on our website: [afscmelocal52.org](https://www.afscmelocal52.org)
- Committee updates: Eileen Farrar seated as Class I Alternate, Micheal Hills moves up to Southeast Negotiator, and Kirsia Hughes-Skandijs seated as Southeast Alternate.
- Visit the CNC webpage: www.afscmelocal52.org/CNC to contact the CNC members or obtain copies of this and future bargaining updates.

Central Region

Cassandra Lynch, Negotiator
John White, Alternate

Seasonal

Dave Matheny, Negotiator
Vacant, Alternate

Class I

Chuck Stewart, Negotiator
Eileen Farrar, Alternate

Southeast Region

Micheal Hills, Negotiator
Kirsia Hughes-Skandijs, Alternate

Northern Region

Shawn Staker, Negotiator
Erin Gleason, Alternate

Bush Region

Nicki Thomas, Negotiator
Scott Leigh, Alternate

Rural Region

Jody Morris, Negotiator
Doug Grzybowski, Alternate

ORGANIZE FOR POWER

www.afscmelocal52.org/cnc



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.**

Get immediate communications from your
negotiating team (CNC) by opting into receiving
text alerts.

**TEXT
GGUCNC to
237263 to
OPT-IN**



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.

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

- **Attend a virtual 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**
- **Subscribe to the weekly ASEA Digest**
- **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
- **When negotiations begin, attend a negotiating session and watch the action as it happens at the table**
Date of negotiations will be published in ASEA communications sent via your state email - Watch for future "Bargaining Updates"

Like our Facebook!

<https://www.facebook.com/ASEA.AFSCME.Local.52/>



Twitter

<https://twitter.com/ASEALocal52>



Instagram

<https://www.instagram.com/asealocal52/>



Notes – Changes you would like to see in our next contract:

**Download and save a digital copy of
your collective bargaining
agreement**



This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.

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)

302 Gold Street, Suite 203
Juneau, AK 99801
(907) 463-4949 · Fax (907) 463-4950
Toll Free 1 (800) 478-0049