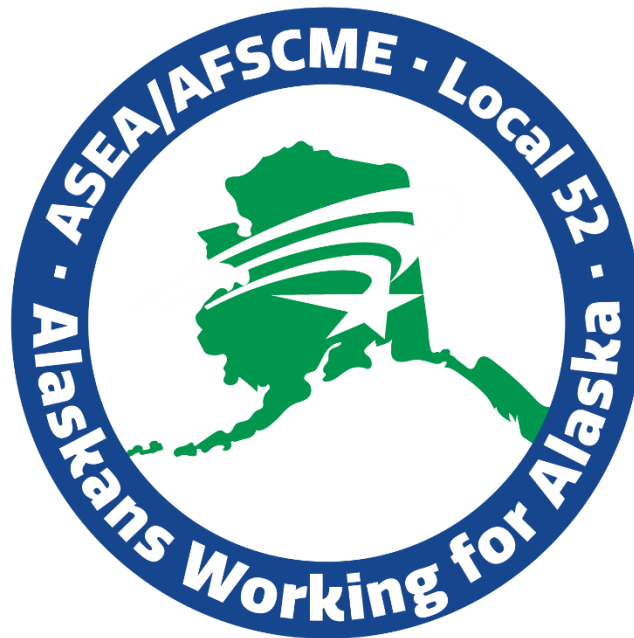


# SUMMARY OF GAINS & LOSSES

TENTATIVE AGREEMENT FOR JULY 1, 2022 to JUNE 30, 2025  
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 hard times we live in; increasing inflation, survey results, worksite meeting input and strong member participation in contract negotiations, your CNC worked hard to pursue wage and health care contribution increases, hazard pay increases, standby pay for adult probation officers, continued strong outsourcing language and deliver a contract without furloughs.

The CNC was able to negotiate a 3% increase in year one of the contract, 2.5% in year two, and in year three, depending on inflation/CPI, up to 5% COLA (see article 21), a slight increase in the employer's healthcare contributions, an increase in hazard pay from 7.5% to 15%, increase standby pay for adult probation officers, incidental flex time (see article 22) as well as continuing our strong outsourcing language.

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 (TA).**

*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 or union staff to see hard copies of the Tentative Agreement.*

**GAIN: The following articles have contract language that is an improvement from the current contract language.**

<i>Article</i>	<i>Article Title</i>	<i>REMARKS</i>
<b>1</b>	<b>Union Recognition and Representation</b>	<b>Shortened the time to file a written petition on bargaining unit transfers. Benefits employees that want to be transferred.</b>
<b>13</b>	<b>Contracting Out</b>	<b>The State was adamant in making changes to the contracting out language. We succeeded in maintaining our current language.</b>
<b>17</b>	<b>Classification Reviews</b>	<b>Five days for SOA to verify receipt</b>
<b>19</b>	<b>Health and Security</b>	<b>\$1567.50 Employer (State) Healthcare Contribution per employee per month beginning on July 1, 2022, \$1573.50 beginning on July 1, 2023, \$1579.50 beginning on July 1, 2024</b>
<b>21</b>	<b>Wages</b>	<b>3% Cost of Living Adjustment/Increase (COLA) on July 1, 2022, 2.5% COLA increase on July 1, 2023, CPI influenced adjustment on July 1, 2024 (See article 21.02.C) Increase in hazard pay from 7.5% to 15%</b>
<b>22</b>	<b>Overtime and Premium Pay</b>	<b>The State was adamant up to the last day of bargaining in having the ability to furlough employees for up to ten days. We succeeded in maintaining our current language to have no furloughs. For flex time agreements, hours counted towards workweek threshold and flextime credits increased from 12 to 16 hours/day. Incidental flextime arrangements for OT ineligible employees, up to four hours in a day without using leave for personal matters. Increased Standby Pay for Adult Probation Officers in Department of Corrections.</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.
2	Union Representation and Activities	No Change to current contract language
3	Union Security	Updated to reflect biweekly pay periods
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
9	Nonpermanent Appointments	No Change to current contract language
10	Recruitment and Selection	No Change to current contract language
11	Employment Status	Updated to reflect biweekly pay periods
12	Layoff	Updated to allow for notice by email
14	Notice of Discipline and Discharge	Updated language for egregious behavior
15	Complaint Resolution Process	Increased response time for both sides
16	Grievance - Arbitration	ASEA notice to strike for Arbitrator
18	Performance Evaluations and Incentives	New evaluation process. Completion of annual performance evaluation on the same date of all employees within an agency, or subagency, rather than by merit/pay increment anniversary dates. Employees may request a re-evaluation for low or unacceptable performance evaluations conducted more than three (3) months prior to their anniversary date.
20	Legal Trust Fund	No Change to current contract language
21	Wages	Updated to reflect biweekly pay periods and penny rounding differences (Article 21.09)
23	Meal and Relief Periods	No Change to current contract language
24	Holidays	No Change to current contract language
25	Annual and Sick Leave	Updated language for biweekly pay periods. Deduction to reimburse the Employer for stolen, lost, damaged, or unreturned State property.
26	Personal Leave	Updated language for biweekly pay periods. Deduction to reimburse the Employer for stolen, lost, damaged, or unreturned State property. Increased Catastrophic leave from 4 to 7.5 hours if leave is less than 2 hours.
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	Removed labor management committee language as it is already in Article 7 (Labor Management Committees)
33	Protection of Rights	Deduction to reimburse the Employer for stolen, lost, damaged, or unreturned State property.

34	Examination of Records	Allows for electronic copies unless prohibited
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	Union notice of the availability of the contract online
42	Duration of Agreement	Updated dates for 3-year agreement, July 1, 2022 to June 30, 2025

**LOSS: The following articles have contract language that is not as favorable as the current contract.**

Article	Article Title	REMARKS
18	Performance Evaluations and Incentives	Performance evaluations are necessary for all merit step increases. If evaluations are late, you still get pay retroactive to the anniversary date.
27	Shift Assignments	For seniority, periods of Leave Without Pay (LWOP) will not be taken into account for calculating continuous length of service in a job class.

**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-Skandijis, Alternate

**Northern Region**

Shawn Staker, Negotiator  
Shawn Alexander, Alternate

**Bush Region**

Scott A. Leigh, Negotiator  
Vacant, Alternate

**Rural Region**

Jody Morris, Negotiator  
Doug Grzybowski,  
Alternate

**ORGANIZE FOR POWER**

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

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

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