

ASEA In Action



ASEA Wins Grievance - Arbitrator Returns Injured Member To Work

In a decision with far-reaching implications, Arbitrator Louis Zigman ordered the State to reinstate an ASEA Member who the State had non-retained as a probationary employee following her return to work under the Injured Workers Program.

The Member had been hired by the State as an Office Assistant I in Kenai in 2012. She completed probation and had obtained permanent status six (6) months after she had been hired in accordance with the collective bargaining agreement between ASEA and the State. Unfortunately, subsequent to obtaining permanent status, she sustained a work related injury, filed a Workers Compensation Claim and tried to get better. Nevertheless, despite her best efforts, she was unable to recover sufficiently to return to work before she exhausted all of her leave entitlements and, therefore, was administratively separated from employment by the State on August 24, 2013.

Following her separation, she continued to recover; however, and less than six (6) months later was released by her doctor to return to work. Exercising her rights under State law (AS 39.25.158 also known as the Injured Workers Program), she sought re-employment in her old position and was appointed by the State to that position on January 2, 2014.

In returning her to that position, and despite the fact she had previously earned permanent status in that position, the State nevertheless placed her on probation. Three months later, claiming she had performance deficiencies, the State non-retained her from that position.

ASEA filed a grievance alleging that placing injured workers who had previously earned permanent status in their positions back on probation following their return to those positions under the Injured Workers Program violated the anti-discrimination provisions of the collective bargaining agreement. On July 20, 2015, Arbitrator Louis Zigman agreed finding the State violated Article 6 of the contract between the parties. Arbitrator Zigman ordered the State to reinstate the Member as a permanent status employee and pay her all back pay and benefits since she had been non-retained by the State on March 20, 2014.

ASEA Chapters Community Outreach



The Anchorage Chapter took part again this year in the American Cancer Society "Relay For Life." They raised \$360 selling tickets for \$5 dollars for 3 swings of the hammer to "Smash Out Cancer" at their "Car Smash." This is the Chapter's 5th year to take part in

the "Relay For Life." Watch for information next year and sign up to be a part of this event.

The Mat-Su and Juneau Chapters donated to the United Way to help victims of the Sockeye Fire.

Both chapters donated \$1,000 each for a grand total of \$2,000 which Spenard Builders matched dollar-for-dollar in materials!!



ASEA Chapter Summer Activities

ANCHORAGE CHAPTER

August Softball Schedule! Come out and cheer for the Chapter softball team.

- * August 7 at Cartee #5 at 6:30 p.m.
- * August 11 at Russian Jack #2 - DOUBLE HEADER at 7:35 p.m. and 8:40 p.m.



JUNEAU CHAPTER

The Juneau Chapter will hold their annual Picnic for members and families.

- Sunday, August 23rd •11:00 a.m. - 3:30 p.m.
- Sandy Beach Shelter #2
- Burgers •Hot Dogs •Salads •Chips •Watermelon
- Sodas •Cake
- Games •Prizes for Kids & Adults
- Come out & enjoy the food, fun and games



ASEA Chapters Celebrated 4th of July

Below are pictures of several ASEA Chapters that joined in their local 4th of July parades this year.



Juneau Chapter

Pictured from left to right- Brandi Edfelt, Laura Edfel, Nadine Lefebvre & Kay Smith

Anchorage Chapter

Pictured: Michael French, and MaryAnn Ganacias, ASEA Staff



MAT-SU Chapter Celebrated Colony Days

Mat-Su Chapter

Celebrating Colony Days in Palmer Alaska, June 13.



Jody Brooks on 4 wheeler, Left to Right: Erik Johnson, Jody Brooks and Barb Hanson

