



## ASEA GGU Ratifies 2019-2022 Contract

ASEA members approved a new three-year collective bargaining agreement in a ratification election held December 10, 2018. The State of Alaska and the Union reached a tentative agreement for the successor contract on November 10.

The new contract replaces the current three-year collective bargaining agreement due to expire June 30, 2019. Provisions in the new agreement include cost of living adjustments and an increase to the employer's contribution toward health insurance, among other benefits.

Votes in favor of ratifying the negotiated tentative agreement far outnumbered objections. The ASEA Elections Committee certified a ballot count of 2,246 in support and 70 against.

"I'm grateful for the effort our negotiating team made to arrive at a fair contract with the State," said ASEA Executive Director Jake Metcalfe. "Such strong support for ratification indicates the membership is satisfied with the outcome, as well."

Among the gains for workers is a 3% cost

of living increase in the first year and a 1% increase in each of the following two years. State employees did not receive a cost of living increase in the three years of the current contract.

"ASEA members tightened their belts with the rest of Alaska during the 2016-2019 contract negotiations when there was no oil revenue and no fiscal plan in sight," said Metcalfe. "The new contract provides our members with the first cost of living adjustment since 2015 and an increase in the employer's contribution toward health insurance that reflects the market cost."

One step remains before the process is complete, the Alaska Legislature must approve the monetary terms before the end of the next legislative session.

We look forward to working with the Administration to see this funding request through the legislative process," Metcalfe added.

The ASEA contract covers nearly 8,000 employees in the State of Alaska General Government Unit.

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## Famous Words of Solidarity

*"The most important resource of a union is its rank and file"* -Ray Rogers, labor organizer

*"There is nothing fairer than workmen having unions for their mutual benefit"*  
-Will Rogers (1879-1935), humorist, political commentator, journalist, actor,

*"We cannot get our members more involved unless we send strong signals that the union belongs to them, not to a few officials at headquarters"*  
- Ron Carey, president IBT (1992-1997)

*"We have only one political party in the country-the Money Party. And it has two branches-the Republican branch and the Democratic branch"* - Arnold Miller, president UMW, president Technology Strategy Group, vice president Xerox Corp. in What's Happening To Labor, 1976

*"Increased interest and participation by labor in the affairs of government should make for economic and political stability in the future. Labor has a constitutional and statutory right to participate."*  
- John L. Lewis

*"The labor movement's political activity is aimed at encouraging the greatest possible participation in elections. Democracy cannot succeed if only the rich and powerful have and use the votes"*  
-George Meany, 1978



# Solidarity Update

# 2018 A Year

Pictures from Anchorage Next Wave Thanksgiving projects at the Food Bank, Juneau Members and Staff Halloween Trick-or-Treating, Midnight Sun awarding chapter Scholarships, E-Board Meet and Great in Juneau, AFSCME International Convention, and Never Quit photos from ASEA's 16th Biennial Convention.





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# Solidarity Update

## Did You Know?

That the March 27, 1964, 9.2 earthquake, that lasted for 4 minutes and thirty-eight seconds is the most powerful recorded earthquake in U.S. history. And is the second most powerful earthquake recorded in world history.

## EARTHQUAKES

That the world's largest earthquake was in Chile in 1960 and was 9.5, and lasted 4 minutes

That the village of Chenega was destroyed by a 27 foot tsunami.

That post-quake tsunamis severely affected Whittier, Seward, Kodiak British Columbia. Washington, Oregon, and California. Tsunamis also caused damage in Hawaii and Japan.



That the 1964 earthquake was felt even in parts of the Western Yukon Territory and British Columbia, Canada.

The maximum wave height recorded was 67 meters in the Valdez Inlet.

Movement in the waters in rivers, lakes, bayous and protected harbors and waterways along the Gulf Coast of Louisiana and Texas caused minor damage as a result of the 1964 Alaska Earthquake. Cuba and Puerto Rico also recorded movement on their tidal gages.

## Senate Finance Committee Key to FY 2020 Budget

The Senate Finance Committee will be a major force in creating Alaska's budget for fiscal year 2019-2020. This is especially true right now because the State House has yet to organize. Senator Bert Stedman of Sitka will be Co-Chair of the Senate Finance Committee, and is in charge of crafting the state operating budget. Senator Natasha Von Imhoff joins Stedman in running the committee. Senator Von Imhoff, of Anchorage, is in charge of the state capital budget.

The Senate Finance Committee increased in size this year, from 7 to 9 members. There are 6 republicans and 3 democrats from all regions of the state serving on the committee. The size of the committee reflects its importance; almost half of the senate body sits on the committee.

Senate leadership has stated the state budget is its top priority. Many expect the Senate Finance Committee, whether it wants to or not, to discuss a fiscal policy for Alaska. Much of the committee discussion will center on what to do with the Permanent Fund Earnings, the gap between state revenue and costs, and the top Alaska spending priorities. It is no secret budget cuts will be discussed and likely take place. ASEA will be watching, reporting and updating members on this process.

We expect the largest proposed cuts will be to the Department of Transportation, the Department of Health and Social Services and to public education, including K-12 and the University of Alaska. A main ASEA priority is to lessen the impact of any cuts as much as possible to our members. Our effort and success will depend on members being engaged and active in the budget process. Please read these updates, read your ASEA email and sign up for ASEA text alerts. Information is vital. Our jobs may depend on what we know and how we communicate information about cuts to our legislators. Legislators must hear how many departments have already suffered huge cuts, how that impacts the level and kind of public services we provide, and how much our economy and our communities have suffered as a result of no fiscal plan.

ASEA's other legislative priorities include funding for our recently ratified collective bargaining agreement for all GGU members, creating a new defined benefit retirement system for Alaska's Public Employees, and other benefit improvements to recruit and retain the best public employees for Alaska. Last, we will continue our advocacy for improvements to Alaska's mental health system, particularly at the Alaska Psychiatric Institute. We insist that our hard working members there, and their patients, have a safe place to work and be treated.



*Happy  
New  
Year's!*



# Solidarity Update

## When Life Brings Challenges, Turn to Life Works



**ASEA HEALTH  
TRUST NEWS**

### Confidential Help at No Cost to You

To help you manage life's challenges, the ASEA Health Trust provides an Employee Assistance Program (EAP) called LifeWorks.

The LifeWorks program connects you with professional counselors who can help with a variety of issues, such as:

- Difficulties at work
- Stress and anxiety
- Family or relationship problems
- Addiction and recovery
- Childcare, parenting and elder care
- Financial and legal challenges

Lifeworks is 100% confidential, even if you call to discuss work-related problems. By law, information cannot be released—to the Health Trust, your employer or anyone—without your written permission.

Through LifeWorks, you can receive:

- Confidential counseling: 24 hours a day, 7 days a week
- Child and elder care assistance: Receive valuable information and local referrals that meet your needs
- Lifeworks Online: Get health, legal, financial and career information online—search by topic, life events or life stages
- Self-Assessments: Access to online quizzes and tools to help you identify ways to improve your well-being
- Call 24 hours/day, 7 days/week to talk with a professional counselor:
- Toll-free: 877-234-5151
- TTY/TDD: 800-999-3004
- En Español: 888-732-9020 Or, access online information and self-assessment tools at [www.lifeworks.com](http://www.lifeworks.com) (user ID=ASEA; password=EAP).

# Beware .. Earthquakes

The following article is a re-print from March 2014 AIA. The article was provided to ASEA by Bridget Bushue, Dept. of Homeland Security and Emergency Management. In light of our November 30<sup>th</sup> earthquake and the fact that we are still having aftershocks this is a good basic piece of information. In case you weren't prepared, or as a refresher.

"Alaska has more earthquakes than any other state. Are you ready for the next one?"

Back in 1964, more than 100 people died from the 9.2 earthquake and tsunami that struck without warning. The 1964 earthquake was the 2<sup>nd</sup> largest earthquake ever recorded in the world. Today more than ever, everyone needs to plan and prepare for the next big one. It's not a question of "if" but "when."

Start by building your emergency kit for your family. Don't forget your pets. They need supplies too. Store at least a 7 day supply of food and water. Make an evacuation plan and practice it. Where will you go? How will you contact family and loved ones? For more information go to [http://ready.alaska.gov/Preparedness/Outreach/Documents/Alaska\\_7-day\\_Emergency\\_Kit.pdf](http://ready.alaska.gov/Preparedness/Outreach/Documents/Alaska_7-day_Emergency_Kit.pdf) which will provide a step-by-step guide for building an emergency kit for all disasters.

When an earthquake strikes, it is most important to "drop, cover and hold-on." Drop down to the floor and get under a sturdy table, desk or other piece of protective furniture. Cover and protect your head from falling objects. Hold on to the table/desk you are under. Violent

shaking causes furniture and other items to move. Most people are injured from falling debris and/or broken glass during an earthquake. If you're in a coastal community and the shaking goes on for more than 20 seconds, immediately head for higher ground. When earthquakes strike and last more than 20 seconds, a tsunami most likely will occur. Tsunamis travel very fast and you need to evacuate.

Plan your evacuation route, prepare your emergency kits. Practice your "drop, cover and hold-on" earthquake drill. Check your home or office for heavy objects that might fall, or come off of walls, tables or shelves during an earthquake. Strap them down to prevent them from falling on you or getting damaged. In 1964, most people weren't ready for a major earthquake or tsunami. We've learned a lot of lessons since then. Let's plan, prepare and be ready for the next earthquake or any other disaster.

The following information is current for those in need of assistance from the Nov. 30<sup>th</sup> 7.0 earthquake:

If you need assistance due to the November 30<sup>th</sup> 7.0 earthquake, the State Individual Disaster Assistance Hotline opened on December 4<sup>th</sup>. Its purpose according to the Division of Homeland Security and Emergency Management, is to connect individuals and families impacted financially by the earthquake. The number is 1-855-445-7131 or online at <http://ready.alaska.gov>

The deadline to apply for assistance is January 29, 2019.

# Solidarity Update

## From the Desk of the Executive Board President – "Year In Review"

Brothers and Sisters,

This year has soared by and there are so many things to be thankful for. First and foremost, I want to express my thanks and heartfelt gratitude to our ASEA/AFSCME Local 52 Staff (Anchorage, Juneau and Fairbanks offices) for their unwavering support and service to all of us, Thank you!

2018 was a myriad of events for us all:

We went into the year with the Janus case on our minds, our ASEA Biennial State convention (1st convention that I chaired) was filled with determined and engaged delegates to assist in furthering our Union business; our delegation to our 43rd International AFSCME convention accomplished progress on our resolutions that were put forth and lastly the Janus decision. Janus put a small hiccup in our membership but it made us stronger and to ask ourselves: "What does my Union membership mean to me and why I am sticking with my Union? Collective bargaining, job protection, UNITY and Family!. That's why.

All of our chapters across the State held events to bring us together to serve our own Sisters, Brothers and communities in need, whether it was due to an injury, illness, accident, workplace challenge/disputes or death we were there to support and assist in various ways. We had more participation and activism in our chapters, Statewide committees, held informative worksite meetings and attended trainings throughout the year (AFSCME Financial training/Stewards Training and VMO training to name just a few). Our CNC team negotiated a tentative contract which we ratified and was said to be in the Governor's budget. We continued to support our other Brothers and Sisters at workplaces and Sister Unions through rally's (Unite Here and AEA), marches (API march), food & sock drives (school districts, Thanksgiving blessings), signing petitions of support and just having good ole fun while attending the Solidarity baseball game and other events.

Next our legislative climate has changed and we will be dealing with new Senators and Representatives who will be deciding the fate of our next three-year contract and shaping the future of our State. Let your voices be heard and take part in the political conversation that will affect not only you individually and your family but our day to day jobs to serve the public.

I want to send a heartfelt thank you to my Executive Board for doing the work of an engaged and collective leadership team. We continue to move toward improved processes which will enable us to change with our economic times to service you, our members and promote our Union.

Wow, what a year as your President. Where do I start. I took part in various chapter and statewide committee meetings (in person and telephonically), attended conventions, conferences, community events, marched in parades (Fairbanks Solidarity Parade and the Anchorage 4th of July Parade. I've attended various new hire and worksite meetings, I was the keynote speaker at the community MLK 50th Anniversary in which I talked about Dr. King's involvement in the Memphis sanitation union workers strike and the meaning of his legacy as it relates to Unions and to us all. I continued to engage in leadership trainings, and making sure I reached out to and invited everyone to become active in our Union by appointing and mentoring many of your leaders in your chapters and committees. I am proud that our Union has communicated in various ways (emails, text messaging, Facebook, video conferencing and teleconferencing) and there will be more communication strategies on the horizon.

Reaching out to you, our members, has been my goal since day one, as

well as sharing all the benefits our Union and AFSCME has for you. With the help of everyone, including staff, we have and continue to build on that goal. If I could go around and do town hall meetings (idea-tele town hall meeting) to engage with you I will. I try to attend your functions (Mat-su Christmas party was amazing). Included in accomplishing my goals were having active statewide committees, and I must say that there has been some fabulous work by all committees, and they are 100% more engaged than ever before.

Our earthquake affected a number of us, and made an impact on all of us. It was very emotional for many of us. Our Employee Assistance Program and other State and Municipal resources were made available and I hope you have availed yourself to getting the assistance that you need. I have experienced the emotional toll myself so you are not alone. I still have a fear of going to work (in the Atwood building) and I have used a strategy my counselor has given me (belly breathing) when my "fight or flight" response kicks in when an aftershock shakes the building. Also talking out my experience with others has helped. So, I am inviting anyone to reach out and contact me as I will be your ear. Thank you to all responders regardless of your title, you responded in helping each other and that says a lot about who we are, Family coming together to support one another, AFSCME Strong!

Sisters and Brothers there is so much that has happened this year, I can't write it all down. Check out our past news articles (AIA'S and Solidarity Updates). Your emails and your calls keep me enthused and excited about serving you. I am a champion for our Union and I am a champion for you. I always tell myself, I learn by doing because I don't always get it right and there is nothing that can't be fixed.

So, with this short snippet of "Year in Review" I must say, "looking back helps us remember what matters most!" That's you all the members that I serve and will continue to serve. I will continue to inform, engage and encourage you.

2019 will be a year of moving forward and to continue building Solidarity by engaging in new strategies in new hire member outreach, an improved communication outreach plan, more marketing/branding ourselves, continued partnering and networking with other Union affiliates and community/business partners, organizing other State employees and encouraging non-member Sisters and Brothers to rejoin and realize all the benefits ASEA/AFSCME has to offer.

I'm going to say this again, never underestimate the power of SOLIDARITY because when we come together for a common goal we all benefit. Give yourself a pat on the back for all the hard work you do for our State. Your service does not go unnoticed. Thank you!

So, if I have not met you please reach out and call or email me because I would love to meet and talk with you. Brothers and Sisters I continue to honor and serve you as your President and I will serve you with Style and Grace!

**Happy Holidays and Welcome to a New Year!**

*In Friendship and  
Solidarity Always,  
Dawn Bundick, State President  
ASEA/AFSCME Local 52*

