

## Summary of Resolutions – ASEA 18<sup>th</sup> Biennial Convention

1 **Resolution No. 1 – FAILED**

2  
3 **Resolution No. 2 – FAILED**

4  
5 **Resolution No. 3 – PASSED**

6  
7 WHEREAS, the ASEA Polices & Procedures (P&Ps) is a governing document of the union, and

8  
9 WHEREAS, resolutions submitted to the 18<sup>th</sup> Biennial Convention (March 2020) spoke to  
10 member confusion with discrepancies between P&Ps downloaded after January 15, 2020  
11 and P&Ps downloaded after January 27, 2020, and

12  
13 WHEREAS, a recent comparison between the posted P&Ps and a previous download, a  
14 discrepancy in 1.02.000, Reporting Requirements was discovered, and

15  
16 WHEREAS, members expect correct and accurate ASEA governing documents when  
17 accessing them for information, there was no notice to the membership of the correction  
18 and the posted P&Ps still show “(Revised and, with due notice, Approved 12/11/2020,  
19 corrected)” on the cover.

20  
21 THEREFORE BE IT RESOLVED, that the Constitution and P&Ps be reviewed for accuracy  
22 before posting to ensure they are accurate and that all approved/adopted changes are  
23 properly incorporated, and

24  
25 THEREFORE BE IT FURTHER RESOLVED, that when corrected, the notation shows  
26 “Corrected” and not “Revised”, i.e., “Revised and, with due notice, Corrected ~~Approved~~  
27 MM/DD/YYYY,” and

28  
29 THEREFORE BE IT FINALLY RESOLVED, a broadcast email with a link to corrected or revised  
30 governing documents is sent to the membership with notice that the governing document  
31 (Constitution or P&Ps) has been revised or corrected.

32  
33 **Resolution No. 4 – PASSED**

34 WHEREAS, ASEA P&P 2.03.031, Right of Appeal entitles each general government unit  
35 member to appeal the following actions taken by ASEA specific to a grievance filed on their  
36 behalf, and

- 37 1. The refusal to advance a grievance at any step;  
38 2. Any disagreement regarding a proposed settlement; or,  
39 3. The decision whether to proceed to arbitration.

40 WHEREAS, ASEA P&P 2.03.30C states, and  
41 ASEA/AFSCME Local 52 will provide mandatory annual training for all committee members  
42 and initial training for all newly appointed committee members. Newly appointed members  
43 must receive training within six months of their appointment. Failure to meet the training

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1 requirements is grounds for removal from the committee.

2 WHEREAS, mandatory training has not been provided in some years and although requested  
3 on several occasions, no direct response has been received nor has any training been  
4 provided; and

5 WHEREAS, the appeal process is the only procedure available to members if they disagree  
6 with ASEA’s management of their grievance, it is essential committee members hearing the  
7 appeal are fully trained.

8 THEREFORE BE IT RESOLVED, that mandatory annual training per ASEA P&P 2.03.30C be  
9 provided to Grievance Review Committee members no later than October 31, 2022.

### 10 **Resolution No. 5 – FAILED**

### 11 **Resolution No. 6 – PASSED**

12 ASEA P&P 17.00.000 — INFORMATION REQUESTS

13 WHEREAS; 17.00.000, Information Request Form

14  
15 C. Upon receipt of an Information Request Form the Executive Director will **acknowledge to**  
16 **the requestor within ten (10) days** the receipt of the information request and the latest date  
17 by which the information request will be completed. **Requests routinely will be completed**  
18 **within fifteen (15) days** unless circumstances require an extended period of time. Completed  
19 requests shall either be approved and the requested information provided, or shall be denied  
20 in writing, with citation to the appropriate governing document where applicable.

21 WHEREAS, acknowledgment of receiving the information request form is not routinely done  
22 and there is a conflict on the response time between the policy and the information request  
23 form.

UNION USE ONLY	
Priority Level:	<input type="checkbox"/> <b>Approved</b> <input type="checkbox"/> <b>Not Approved</b>
<input type="checkbox"/> High (Within 30 days)	AUTHORIZED BY: _____
<input type="checkbox"/> Medium (Within 60 days)	
<input type="checkbox"/> Low (within 60+ days)	Executive Director                      Date
COMMENTS: _____	

24  
25 THEREFORE BE IT RESOLVED, that the ASEA Information Request form is revised so it is in  
26 compliance with existing policy.

### 27 **Resolution No. 7 – PASSED**

28 ASEA P&P 18.02.020A and 18.02.020B – STAFF VACANCIES

29 WHEREAS, ASEA P&P 18.02.020A states, and

30 “The Executive Director shall be responsible for hiring staff. Vacancies shall be filled in

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1 accordance with terms of the Staff Collective Bargaining Agreement, Staff Policies and  
2 ASEA/AFSCME Local 52 Constitution,” and,

3  
4 WHEREAS, ASEA P&P 18.02.020B states, and

5 “If time permits, staff vacancies shall be advertised for a period of up to thirty (30) days. In  
6 an emergency situation, the Executive Director may fill a vacancy within a shorter period of  
7 not less than ten (10) working days’ notice. All vacancy notices shall be sent to chapter  
8 presidents, posted on Union website, placed with the State of Alaska Department of Labor  
9 Job Service, posted to all ASEA/AFSCME Local 52 offices and posted in any current Union  
10 publication at least ten (10) working days prior to the vacancies being filled”.

11  
12 WHEREAS, not all advertising and recruiting procedures outlined in ASEA P&Ps 18.02.020A  
13 and 18.020.20B have been consistently followed and state, and,

14  
15 A. The Executive Director shall be responsible for hiring staff. Vacancies shall be filled in  
16 accordance with terms of the Staff Collective Bargaining Agreement, Staff Policies and  
17 ASEA/AFSCME Local 52 Constitution.

18 B. If time permits, staff vacancies shall be advertised for a period of up to thirty (30) days. In  
19 an emergency situation, the Executive Director may fill a vacancy within a shorter period of  
20 not less than ten (10) working days’ notice. All vacancy notices shall be sent to chapter  
21 presidents, posted to the Union website, placed with the State of Alaska Department of Labor  
22 Job Service, posted in all ASEA/AFSCME Local 52 offices and posted in any current Union  
23 publication at least ten (10) working days prior to the vacancies being filled.

24  
25 WHEREAS, the hiring of staff falls within the day-to-day purview of the Executive Director  
26 who; reports solely to the ASEA Executive Board, and,

27  
28 WHEREAS, no reference to staff vacancies can be found in the ASEA/AFSCME Local 52  
29 Constitution, and,

30  
31 THEREFORE BE IT RESOLVED THAT, ASEA P&P 18.02.020A is amended to read:

32  
33 A. “The Executive Director shall be responsible for hiring staff. Vacancies shall be filled in  
34 accordance with terms of the Staff Collective Bargaining Agreement, Staff Policies and  
35 ASEA/AFSCME Local 52 Policies and Procedures.” ~~Constitution.~~

36  
37 THEREFORE BE IT FURTHER RESOLVED THAT, the State Executive Board discuss P&P  
38 18.020.000 PERSONNEL with the Executive Director and reinforce the importance of  
39 following ALL recruiting procedures laid out in ASEA P&P 18.02.020A and 18.02.020B

40  
41 THEREFORE BE IT FINALLY RESOLVED THAT, ASEA Policy 18.020.020 Staff Vacancies is  
42 amended to add paragraph “D” to read:

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1 “D. The Executive Director shall report all hires at the next regularly scheduled Quarterly  
2 Business Session after hire and shall provide documentation that recruiting notice timelines  
3 and all qualifications are met.”

### 4 **Resolution No. 8 – PASSED**

5  
6  
7 ASEA P&P 4.05.040 MEMBER COMMENT PERIOD AT STATE EXECUTIVE BOARD MEETINGS

8  
9 WHEREAS, each Quarterly Business Session of the Executive Board has a TIME CERTAIN for  
10 MEMBER COMMENT and the purpose/intent of the comment period is for members to  
11 communicate concerns, issues or ask for clarification with respect to the business of the  
12 union, and

13  
14 WHEREAS, the MEMBER COMMENT period is not designed for an interactive discussion with  
15 members, the Board created a procedure to respond to written or verbal member  
16 comment(s); and

17  
18 WHEREAS, when a member takes the time to call in with a comment, question or issue about  
19 the business of the union, they should not have to wait 90+ days to get a response.

20  
21 THEREFORE BE IT RESOLVED THAT, ASEA P&P 4.05.040B is amended to read:

22 B. At each quarterly State Executive Board meeting, the Board will ascertain whether or not  
23 Member comments received prior to or during the meeting require a response from the  
24 Board. If so, the Board shall assign the appropriate person(s) to work with the Secretary to  
25 provide a written response within 45 days after the conclusion of the Quarterly Business  
26 Session in which the comment is made. ~~respond prior to the next quarterly meeting.~~

### 27 28 **Resolution No. 9 – PASSED**

29  
30 PEACE OFFICERS RESEARCH ASSOCIATION OF CALIFORNIA (PORAC) EMPLOYEE PROTECTION  
31 PLAN

32  
33 WHEREAS, a poll of ASEA Class I employees asking for input on their interest in the PORAC  
34 Plan was conducted in 2018 and multiple discussions have taken place at the Class I  
35 Committee and Executive Board meetings; and

36  
37 WHEREAS, the Executive Director was directed at the December 2020 to approach AFSCME  
38 about securing a grant of at least \$10,000 to pay a PORAC benefit for members for up to one  
39 year, and

40  
41 WHEREAS, there is no evidence of a PORAC application submittal or status update in  
42 subsequent meeting minutes.

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1 THEREFORE BE IT RESOLVED, the Executive Director give a status update on the PORAC  
2 application and provide a copy of the PORAC application to all delegates before Close of  
3 Convention on Sunday, March 20, 2022.

4 **Status: Executive Director Metcalfe sent an email to the Convention Delegates on Sunday,**  
5 **March 20, 2022 at 9:28 a.m. with the information requested in Resolution #9.**

### 6 7 **Resolution No. 10 – DO NOT REPORT**

### 8 9 **Resolution No. 11 – FAILED**

### 10 11 **Resolution No. 12 – FAILED**

### 12 13 **Resolution No. 13 – DIVIDED (Res. 13-1 PASSED)**

14 ASEA P&P 4.05.010 RECORDKEEPING OF STATE EXECUTIVE BOARD MEETINGS

15 WHEREAS, Roberts Rules of Order Newly Revised, 12<sup>th</sup> Edition §48:15, states,

16  
17  
18 “If the existence of an error or material omission in the minutes becomes reasonably established  
19 after their approval— even if many years later— the minutes can then be corrected by means of  
20 the motion to Amend Something Previously Adopted which requires a 2/3s vote, or a majority  
21 vote with notice, or the vote of a majority vote with notice, or the vote of a majority of the entire  
22 membership, or unanimous consent.”

23  
24  
25 WHEREAS, Executive Board members take an Oath of Obligation to execute their duties at  
26 the highest level of integrity and transparency to maintain membership trust, and,

27  
28 WHEREAS, it is imperative that the ASEA Executive Board Secretary maintain an accurate  
29 and true record of the Executive Board actions, conduct and decisions, and

30  
31 WHEREAS, the December 2017 minutes show an Objection to the Consideration of a  
32 Question for Main Motion 18-069, which is a motion that is adopted to prevent an original  
33 main motion from coming before the body.

34  
35 WHEREAS, the December 2017 meeting was a one day meeting and was held on February 6,  
36 2017.

37  
38 THEREFORE BE IT RESOLVED THAT, ASEA Policy and Procedures 4.05.010 is amended to add  
39 4.05.010D:

40  
41 **“D. Upon discovery and reporting, the Minutes of ASEA Quarterly Business Sessions shall be**  
42 **corrected and duly noted in accordance with Roberts Rules of Order §48.15.**

### 43 44 **Resolution No. 13 – DIVIDED (Res. 13-2 FAILED)**

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### **Resolution No. 14 – PASSED**

#### ASEA CONSTITUTION ARTICLE 6 – BULLYING

WHEREAS, bullying is repeated actions towards a member(s) with the intent to intimidate, degrade, humiliate, or undermine; and

WHEREAS, bullying involves repeated attacks against a member or group of members, creating an on-going pattern of behavior; and

WHEREAS, the term mobbing refers to a group of members targeting another member(s); and

WHEREAS, examples of bullying include— being sworn at or yelled at or humiliated, gossiping and spreading malicious rumors, excessive monitoring or micro-managing and turning member(s) against one another; and

WHEREAS, bullying can take place through a number of different methods of communication including face-to-face, email, text messaging and social media platforms.

THEREFORE LET IT BE RESOLVED THAT, ASEA is committed to creating and maintaining a positive environment for our members that fosters mutual respect, integrity and professional conduct; and

THEREFORE LET IT BE FINALLY RESOLVED THAT, ASEA members will make every effort to prevent or stop bullying conduct/behavior when it occurs in their presence.

### **Resolution No. 15 – PASSED**

#### EXECUTIVE BOARD MEETING AUDIO RECORDINGS

WHEREAS, Constitution Article 1.04.D. states, and

D. All meetings of the union shall be open to all members at all times, except: a) to protect the privacy of individuals, and b) to protect the confidentiality of negotiations and/or litigation; and,

WHEREAS, P&P 4.02.010.B states, and

B. The regular quarterly business meetings of the State Executive Board shall have a telephone access number through which any member who would otherwise be eligible to attend in person, may call in to attend remotely, for all or part of any meeting. Such call-in numbers shall be disseminated to the membership in the agenda for each meeting. Remote

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1 attendance at the meeting shall not entitle the member to speak during the meeting, except  
2 during a designated comment period.

3  
4 THEREFORE BE IT RESOLVED THAT, the Executive Director research a secure sign-in procedure  
5 for ASEA members-in-good standing to access Quarterly Business Session audio recordings  
6 online; and

7  
8 THEREFORE BE IT FURTHER RESOLVED THAT, the secure online sign-in process with launch  
9 date be reported to the membership in the Summary of Resolutions report within 30 days  
10 after the end of the 2<sup>nd</sup> quarterly business session, and

11  
12 THEREFORE BE IT FINALLY RESOLVED THAT, P&P4.02.010.B is amended to read and the  
13 following paragraphs are renumbered:

14 C. The audio recordings of regular quarterly and special business meetings of the ASEA  
15 Executive Board shall be available to all members-in-good standing within 10 working days of  
16 the meeting through a secure online sign-in procedure.

### 17 18 **Resolution No. 16 – DO NOT REPORT**

### 19 20 **Resolution No. 17 – PASSED**

#### 21 22 PRESIDENT’S REPORT

23  
24 WHEREAS, the President of the ASEA Executive Board serves as a volunteer member of a  
25 policy board and is a full time GGU employee, and

26  
27 WHEREAS, ASEA employs a full time staff person whose job description states, and

28 **Composes and edits** various correspondence, publications, presentations and **reports for the**  
29 **State Executive Board** and general membership, utilizing an extremely high level of accuracy and  
30 attention to detail, and

31  
32 WHEREAS, ASEA employs a full time staff person whose job duties include, and

- 33 • Through the direction of the Executive Director serves as **Administrative Assistant to the**  
34 **State Executive Board in all aspects of accomplishing their duties** as Officers of the Union.

35  
36 WHEREAS, the past three staff to hold this position has performed these duties, and

37  
38 WHEREAS, the Executive Board passed the following motion at their February 2020  
39 meeting, and

40 *Main Motion 20-116*— I move that the ASEA executive board president develop and implement  
41 a process by which **staff of our union will be relieved of their current duties related to**

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1        **preparation of the quarterly president’s report, and responses to member inquiries**  
2        **regarding committees.**

3  
4        WHEREAS, the ASEA Constitution 8.04 states, and

- 5        A. The president of the union shall perform the following duties: The president shall preside at  
6        all conventions of the union and at all meetings of the State Executive Board.
- 7        B. The president shall countersign all checks drawn against the funds of the union; provided  
8        that, with the approval of the State Executive Board, the president may designate a deputy  
9        to sign such checks.
- 10       C. The president, with approval of the State Executive Board, shall appoint all standing and  
11       special committees of the union, except as otherwise provided for by this constitution. The  
12       president shall be an ex-officio member of all committees, except the elections committee.
- 13       D. The president shall report periodically to the State Executive Board, the chapters, and the  
14       convention on the affairs of the union.

15  
16       WHEREAS, the ASEA Constitution 9.02A states, and

- 17       A. The Executive Director shall, under policies established by the State Executive Board, employ,  
18       terminate, fix the compensation and expenses, be responsible for conducting the day-to-day  
19       affairs of the union and **direct the activities of such staff** as are required to carry out  
20       effectively the functions of the union.

21  
22       WHEREAS, the Board does not have and much less the constitutional authority to reach  
23       inside a negotiated Staff Bargaining Agreement (CBA) which sets a pay scale based on job  
24       classifications and relieve a staff person of duties for a position that the 2017 vacancy  
25       announcement showed a starting salary of \$ 56,787 and reassigning those duties to a  
26       voluntary unpaid Board member with a full time GGU position.

27  
28       THEREFORE BE IT RESOLVED THAT, Main Motion 20-116 is reversed and upon adoption of  
29       this resolution, when prudent to meet the needs of the members all duties related to the  
30       President’s Report and committees referenced therein are no longer the sole responsibility  
31       to be performed by the current or any future ASEA Executive Board President, consistent  
32       with ASEA Constitution 9.02A.

33  
34       **Resolution No. 18 – FAILED**

35  
36       **Resolution No. 19 – WITHDRAWN**

37  
38       **Resolution No. 20 – PASSED**

39       WHEREAS, public employees formerly had a defined benefit system;

40  
41  
42       WHEREAS, recruitment and retainment has been more challenging without a defined

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1 benefit system;

2  
3 WHEREAS, public employees, while employed by the State of Alaska or a political  
4 subdivision of the state while participating in the Public Employees' Retirement System of  
5 Alaska, are ineligible by law to earn Social Security credits;

6  
7 WHEREAS, public employees deserve predictability in income and health benefits upon  
8 retirement;

9  
10 WHEREAS, public employees deserve a choice between a defined benefit and a defined  
11 contribution retirement plan; and

12  
13 WHEREAS, our members stand in solidarity with public education professionals around the  
14 state of Alaska.

15  
16 THEREFORE BE IT RESOLVED, that the members of ASEA/AFCME Local 52 support HB220  
17 relating to the Public Employees' Retirement System of Alaska and the Teachers'  
18 Retirement System of Alaska.

### 19 **Resolution No. 21 - PASSED**

20  
21 WHEREAS, Executive Order No. 121 would split the Department of Health and Social  
22 Services into two departments;

23  
24 WHEREAS, This split would add financial burden to the state in a department that is already  
25 underfunded;

26  
27 WHEREAS, The additional administrative cost would be better suited in funding technical  
28 positions within the department;

29  
30 WHEREAS, There are fears that this split could lead to GGU contract procurement violations;

31  
32 WHEREAS, Allowing this split to proceed would effectively set the precedent of allowing the  
33 executive branch to rewrite statute; and

34  
35 WHEREAS, Executive Order No. 121 would reduce transparency in and subvert the  
36 legislative process.

37  
38 THEREFORE BE IT RESOLVED, That AFCME/ASEA Local 52 calls upon the legislature to pass  
39 HSCR 2: Disapproving Executive Order No. 121.

### 40 **Resolution No. 22 – PASSED**

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1 WHEREAS, Upon retirement age, those who had contributed to social security should be  
2 eligible to obtain their full benefits and not be subject to windfall based upon Alaska's  
3 defined benefits retirement system.  
4

5 WHEREAS, Public employees, while employed by the State of Alaska or a political  
6 subdivision of the state that participates in the Public Employees' Retirement System of  
7 Alaska, are ineligible by law to earn Social Security credits  
8

9 WHEREAS, Teachers, while employed by a school district that participates in the Teacher  
10 Retirement System of Alaska are ineligible by law to earn Social Security credits and may  
11 have earned social security system based on other outside employment; and  
12

13 WHEREAS, Anybody who receives a defined benefits pension is ineligible to collect their full  
14 social security they may have earned from previous employment  
15

16 BE IT RESOLVED, that the members of ASEA/AFCME Local 52 support SJR 12 and support  
17 sending a letter from the Union to the legislature in support of this resolution that is urging  
18 congress to pass legislation eliminating the Windfall Elimination Provision and Government  
19 Pension Offset.  
20

### **Resolution No. 23 – PASSED**

22

23 WHEREAS, the Janus Supreme Court decision has already affected new member  
24 recruitment and retention, and  
25

26 WHEREAS, having active union members is vital to the success of our union, and  
27

28 WHEREAS, the Covid19 pandemic has decreased member to member communications and  
29

30 WHEREAS, ASEA's Volunteer Member Organizing (VMO) program is established to increase  
31 union member engagement.  
32

33 THEREFORE BE IT RESOLVED, the State Executive Board shall continue to support the  
34 Volunteer Member Organizing (VMO) program, and  
35

36 THEREFORE BE IT FURTHER RESOLVED, the VMO program shall host an organizing blitz at  
37 least twice per year in a Chapter(s) based upon recommendations of the ASEA staff and  
38 members.  
39

### **Resolution No. 24 – DO NOT REPORT**

41

### **Resolution No. 25 - PASSED**

43

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1 Main Motion 18-158 (Resolution No. C1-1) – ‘Adopted as Amended by Committee’ 37 The  
2 Committee recommends ‘Adopt as amended by Committee’

3 WHEREAS, a twenty-year (20) retirement for Juvenile Justice Officers has been consistently  
4 supported in past ASEA/AFSCE Local 52 Convention Resolutions: and

5 WHEREAS, Juvenile Justice Officers perform identical and or similar duties as other Public  
6 Safety Personnel in the State of Alaska.

7 THEREFORE BE IT RESOLVED, that the ASEA/AFSCME Local 52 Executive Board shall  
8 aggressively seek, recommend through legislative action, a twenty-year retirement benefit  
9 for Juvenile Justice Officers.

### 10 Resolution No. 26 – PASSED

11 WHEREAS, Article 1.02 (G) of the ASEA/AFSCME Local 52 Constitution allows members the  
12 positive work-life balance to results in greater workplace productivity and improved  
13 employee health and wellness,  
14

15 THEREFORE BE IT RESOLVED, that the ASEA/AFSCME Local 52 Contract Negotiating  
16 Committee (CNC) is recommended to aggressively oppose furloughs.  
17

### 18 Resolution No. 27 – DUPLICATE

### 19 Resolution No. 28 – PASSED

20 WHEREAS, ASEA desires to assist State of Alaska (SOA) in filling vacant positions to support  
21 State agencies in Alaska, and  
22

23 WHEREAS, the COVID-19 Pandemic shifted workplace norms across the country and  
24 increased the popularity of teleworking and working from home (WFH), and  
25

26 WHEREAS, the private sector has more quickly shifted to accept WFH, and  
27

28 WHEREAS, private industry is currently pushing for telework positions to be permanent, and  
29

30 WHEREAS, the SOA struggles to fill vacant positions and fails to compete with the private  
31 sector and other government sectors, and  
32

33 THEREFORE BE IT RESOLVED, the State Executive Board shall urge the SOA to commit to a  
34 flexible work from home policy beyond the Covid-19 Pandemic benefiting the State of  
35 Alaska and its employees.  
36

37 THEREFORE BE IT FURTHER RESOLVED, said policy shall be possible across all SOA  
38 departments and divisions and between job classes, when feasible.  
39  
40  
41  
42

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### Resolution No. 29 – PASSED

WHEREASE, State of Alaska (SOA) has repeatedly posted multiple iterations of open job positions without successfully filling them, and

Whereas, many of these vacant positions which exceed advertisement constraints, and

WHEREAS, unfilled positions negatively impact the work of state employees and the services they provide to public, and

WHEREAS, large amounts of federal money coming to the State of Alaska including the federal infrastructure bill requires immediate action and positions to be filled in order to utilize those funds, and

WHEREASE, high oil prices in 2022 will lead to a budget surplus for the first time in many years,

THEREFORE BE IT RESOLVED, ASEA shall work to establish a working group with SOA that will advocate for and fill State vacancies, to include identifying root causes of continuous vacancies and develop a resolution.

### Resolution No. 30 – PASSED

WHEREAS, OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous workplace”

WHEREAS, employees at API are injured more frequently on the job as compared to any other job in the United States as recognized by the US Department of Labor

WHEREAS, Class One employees are being subjected to repeated assaults on a daily basis at state facilities by mental health clients, and other wards they are taking care of,

WHEREAS, Class One employees have the right to work in a safe environment and/or be compensated,

WHEREAS, Class One employees are not compensated for working in chronically hazardous work environments,

THEREFORE BE IT RESOLVED, that the ASEA/AFSCME Local 52 Executive Board shall be strongly encouraged to seek, through legislative action, a twenty-year (20) retirement benefit for all Class One employees working with mental health clients.

### Resolution No. 31 – PASSED

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1 WHEREAS, OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous  
2 workplace”

3  
4 WHEREAS, state employees are being subjected to repeated assaults on a daily basis at  
5 state facilities by mentally-ill clients

6  
7 WHEREAS, GGU employees have the right to work in a safe environment and have basic  
8 human rights afforded to them under the Constitution and Laws of the State,

9  
10 WHEREAS, the state has an Office of Victims’ Rights to assist victims of assaults,

11  
12 THEREFORE LET IT BE RESOLVED, that the ASEA Local 52 Executive Board develop and  
13 provide training for members that work at API and members who work with mentally-ill  
14 clients to educate the members about their rights under the law and how to obtain  
15 assistance from the Office of Victims’ Rights.

### 16 17 **Resolution No. 32 – DUPLICATE**

### 18 19 **Resolution No. 33 – PASSED**

20  
21 WHEREAS, the current provision for hazard pay in the contract only covers industrial  
22 activities,

23  
24 WHEREAS, OSHA has declared Alaska Psychiatric Institute (API) as a “chronically hazardous  
25 workplace”

26  
27 WHEREAS, employees at API are injured more frequently on the job as compared to any  
28 other job in the United States as recognized by the US Department of Labor

29  
30 WHEREAS, state employees are being subjected to repeated assaults on a daily basis at  
31 state facilities by the mental health patients,

32  
33 WHEREAS, GGU member have the right to work in a safe environment and/or be  
34 compensated,

35  
36 WHEREAS, states employees are not compensated for working in chronically hazardous  
37 work environments,

38  
39 THEREFORE LET IT BE RESOLVED, that the ASEA Local 52 Executive Board Contract  
40 Negotiating Committee be strongly encouraged to aggressively support hazard pay changes  
41 in the contract, and bargain to include members that work at API and with mental health  
42 patients be included under Article 21.05 Hazard Pay provision”

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1 **Resolution No. 34 – DO NOT REPORT**

2

3 **Resolution No. 35 – PASSED**

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5 WHEREAS, Licensed Practical Nurses (LPNs) are chronically underpaid in comparison to their  
6 Registered Nurse (RN) counterparts for the amount and level of work they perform,

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8 THEREFORE, the Executive Board is strongly encouraged to seek pay increases, incentives,  
9 and bonuses for LPNs.

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