

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

2	Union Representation and Activities	Added the ability for Stewards to handle disputes during working hours. This is in addition to handling Complaints and Grievances.
12	Layoff	Expansion of layoff rights from a single job class to three job classes within the class series.
19	Health and Security	The SOA was intent on changing our formula for determining employer contributions to a flat dollar amount. This would have reduced our employer contribution by \$37 per member per month. This increased contribution, which is pre-tax, equates to more than a 1% salary increase for our average member. The Union prevailed and maintained the existing formula; language that other unions attempted to obtain.
21	Wages	Year 1: 1% Years 2 & 3: 2% increase each year. Changes in the Geographic Differential schedule effective July 1, 2011.
22	Overtime and Premium Pay	Improved the Flex Time option for Overtime Ineligibles. Also added language regarding standby assignment on your regular days off (RDO).
23	Meal and Relief Periods	Eliminated the 30 day time frame to claim additional lunch period—no time limit now.
26	Personal Leave	Added language to allow the Union to deduct less than 7.5 hours for emergency leave for continuing members.
33	Protection of Rights	Added language obligating the state to meet and confer with the Union before implementing new drug testing procedures.

LOSS: The following article has contract language that is not as good as the current contract language.

14	Notice of Discipline and Discharge	The state can now discipline employees for the following egregious misconduct: <u>theft, fraud . . . being under the influence of alcohol while on the job, and viewing or accessing porn or lewd materials at work or on State equipment</u>
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NEUTRAL: The following articles have maintained status quo. There has either been no change in language or new language has been added to clarify intent or process.

1	Union Recognition and Representation	No Change
3	Union Security	Added language to assist Union in enrolling new members and language replacing SSN with the employee identification number (EIN) to assist in preventing identity theft.
4	Management Rights	No Change
5	No Strike or Lockout	No Change
6	Nondiscrimination and Affirmative Action	No Change

7	Labor-Management Committees	New language but no change to intent or process
8	Emergency Personnel	Changed examination to selection
9	Nonpermanent Appointments	Memorialized LOA giving on-call CNA's an extra \$1.50
10	Recruitment and Selection	Strike out language to eliminate the need to post range 9 and below to Workplace Alaska.
11	Employment Status	Memorialized pay increment language (Service Steps)
13	Contracting Out	No Change
15	Complaint Resolution Process	Added language for electronic filing of Complaints
16	Grievance - Arbitration	Added language for electronic filing of Grievances
17	Classification Reviews	Added language to resolve disputes at lowest level possible. Union to provide earlier notice to SOA regarding the selected class series and language regarding access to position descriptions online.
18	Performance Evaluations and Incentives	Merit date is now first day of pay period following completion of probation instead of 16 of the month following.
20	Legal Trust Fund	No Change
24	Holidays	Minor change in floating holiday language
25	Annual and Sick Leave	Added clarifying language
27	Shift Assignment	No Change
28	Equipment and Clothing	No Change
29	Safety and Health	Deleted ergonomics Labor and Management Committee (addressed in Article 7).
30	Travel, Per Diem, and Moving	Will be rates established in the AAM. Language stating the rates will not be lower than rates in our current contract.
31	State Owned/Controlled Housing	No Change
32	Parking	No Change
34	Examination of Records	No Change
35	Educational Advancement and Training	No Change
36	Legal Indemnification	No Change
37	Conclusion of Bargaining	No Change
38	Savings and Separability	No Change
39	Superseding Effect of this Agreement	No Change
40	Legislative Action	No Change
41	Printing of this Agreement	SOA will provide the contract electronically. The Union will provide print copies.
42	Duration of Agreement	No Change

**For more information
please contact your
Contract Negotiating Committee (CNC)
or Local Union Office**

ASEA Contract Negotiating Committee:

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Lauri Harlan, Alternate

Central Region

Chris Smith, Negotiator
Sue Layton, Alternate

Rural Regions

Kevin Mayer, Negotiator
Steve Oswald, Alternate

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Shawn Alexander, Negotiator
Jerry Soplanda, Alternate

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SUMMARY OF

GAINS & LOSSES

TENTATIVE AGREEMENT FOR JULY 1, 2010 to JUNE 30, 2013
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.