



**NEGOTIATING YOUR WAGES,  
BENEFITS & WORKING CONDITIONS**

# **COLLECTIVE BARGAINING**

**MEMBER GUIDEBOOK**



**UNITED WE STAND**





## What is collective bargaining?

Collective Bargaining is a process of negotiation between the employer (State of Alaska) and employees (GGU members represented by ASEA) to reach a mutually acceptable contract that establishes wages, benefits and working conditions for the term of the agreement.

## Objectives of collective bargaining

- Provide an opportunity for our Union to address problems and improve circumstances related to employment
- Facilitate a solution acceptable to both parties
- Develop a constructive atmosphere that fosters good relations
- Minimize conflicts and disputes through mutual agreements

## Characteristics of collective bargaining

- A process of negotiation in which representatives of the employer and the employees submit, review, and determine proposals that will govern the terms of employment
- There is a considerable scope for discussion, compromise, and clarification
- Negotiating committee election, solicitation of contract concerns and interest, bargaining meetings, tentative agreements, and publication of a Gains & Losses statement are among several steps before a ratification election by the membership can be held
- Some subjects of bargaining are mandatory, some permissive (voluntary)



The union is so very important to me - why?

Because the union always has my back, protects my rights, and provides better benefits than the private sector.

I love being an advocate for the union because unions give us power. The power to change things, the power to enrich the lives of our members, the power to make demands of our employers to provide a safe environment to work in, and the power to live in a safe community. I have made so many friends and "family" and will always continue to be a huge advocate of our union. ASEA LOCAL 52!!

-Jody Morris, Mat-Su

## What established collective bargaining?

The State of Alaska, Department of Labor, Public Employment Relations Act (PERA)

### Alaska Statute 23.40.070 – 23.40.260

<http://labor.state.ak.us/laborr/forms/pamphlet900.pdf>

**Sec. 23.40.070. Declaration of policy.** The legislature finds that joint decision-making is the modern way of administering government. If public employees have been granted the right to share in the decision-making process affecting wages and working conditions, they have become more responsive and better able to exchange ideas and information on operations with their administrators. Accordingly, government is made more effective. The legislature further finds that the enactment of positive legislation establishing **guidelines for public employment relations** is the best way to harness and direct the energies of **public employees** eager to **have a voice in** determining their **conditions of work**, to provide a rational method for **dealing with disputes** and work stoppages, to strengthen the merit principle where civil service is in effect, and to maintain a favorable political and social environment. The legislature declares that it is the **public policy** of the state to **promote harmonious and cooperative relations between government and its employees** and to **protect the public** by assuring effective and orderly operations of government. These policies are to be effectuated by (1) recognizing the **right of public employees to organize for the purpose of collective bargaining**; (2) **requiring public employers to negotiate** with and enter into written agreements with employee organizations on matters of **wages, hours, and other terms and conditions of employment**; (3) maintaining merit-system principles among public employees. (§ 2 ch 113 SLA 1972)

## ASEA/AFSCME Local 52 Constitution – Article 12

### 12.02 State of Alaska General Government Bargaining Unit Contract Negotiating Committee (CNC).

- A. For the purpose of conducting negotiations with the State of Alaska, the union shall be represented by the Contract Negotiating Committee consisting of seven (7) ASEA/AFSCME Local 52 General Government Unit members.
- B. Negotiators and alternates must be elected and seated at least twelve (12) months prior to the end of the expiring contract...

### 12.03 Duties of the State of Alaska General Government Bargaining Unit Contract Negotiating Committee.

- A. The **Contract Negotiating Committee shall have the sole authority to negotiate with the State of Alaska**.
- B. **Solicit membership input** through such means as the State Executive Board, chapter presidents, stewards' networks, **surveys**, telephone interviews, and **worksite meetings**. In order to carry out its duties under this subsection, the Executive Director on behalf of the Contract Negotiating Committee will establish a budget which it will submit to the State Executive Board for funding six (6) months prior to the onset of negotiations. The State Executive Board shall not unreasonably withhold funds as requested in the Contract Negotiating Committee's budget...

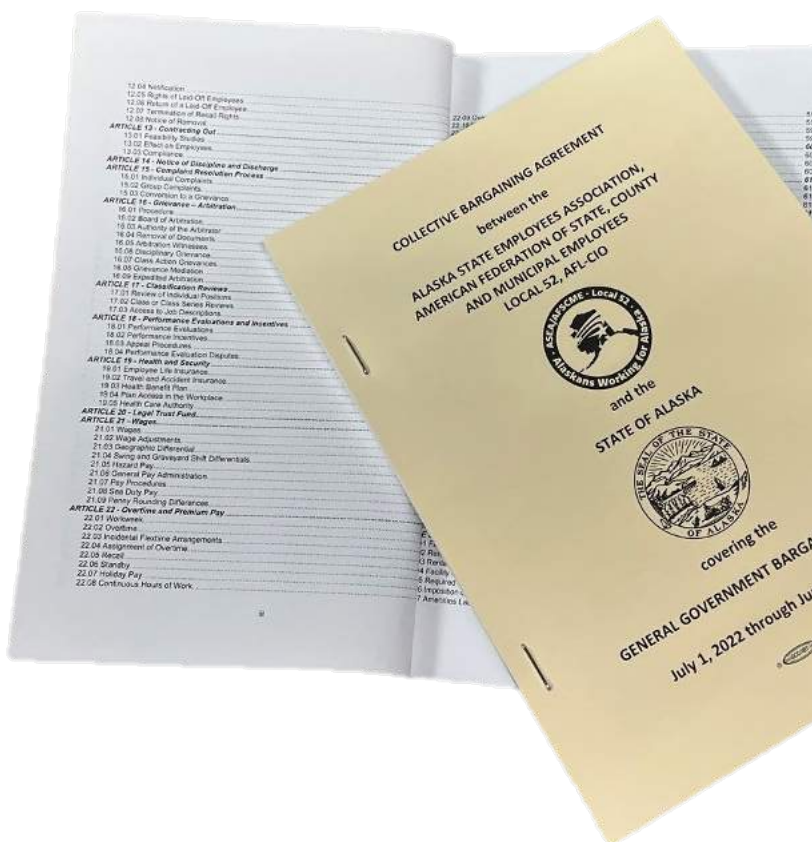
## What does your Contract Negotiating Committee do?

Your Contract Negotiating Committee (CNC) is committed to securing the strongest possible Collective Bargaining Agreement (CBA) for all GGU bargaining unit members.

The CNC actively develops and refines contract proposals, which are then presented during formal negotiations with the State of Alaska. Every proposal and provision are shaped through thoughtful discussion and unified consensus, ensuring that decisions reflect the collective interests of the membership.

Our goal is clear: to deliver a contract ready for legislative approval of monetary terms and membership ratification before the current legislative session ends.

To achieve the best outcome, we need every member to stay engaged, informed, and ready to act. **This is your contract—your voice matters.**



### Did you know:

The monetary increases that we agree to during bargaining (wage increases, health care contributions, premium pay, etc.) are placed in the state's Operating Budget, which must be approved by the Alaska Legislature.

## Who are your elected negotiators?

### STATE GGU CONTRACT NEGOTIATING COMMITTEE (CNC) ELECTED MEMBERS OF ASEA TO NEGOTIATE THE 2025 – 2028 CONTRACT

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**Randy Sutak**

Southeast Region Negotiator | Juneau | [rsutak@gmail.com](mailto:rsutak@gmail.com) | 465-1809

**Micheal Hills**

Southeast Region Alternate | Juneau | [asea.stewy@gmail.com](mailto:asea.stewy@gmail.com) | 465-2645

**John White**

Central Region Negotiator | Anchorage | [hupurest@aol.com](mailto:hupurest@aol.com) | 263-2122

**Cassandra Lynch**

Central Region Alternate | Anchorage | [mznea68@yahoo.com](mailto:mznea68@yahoo.com) | 952-6206

**Charles Stewart**

Class I Negotiator | Anchorage | [stewartcnc17@gmail.com](mailto:stewartcnc17@gmail.com) | 269-4271 or 529-8769

**Warren Waters**

Class I Alternate | Anchorage | [warrenwaters@hotmail.com](mailto:warrenwaters@hotmail.com) | 269-4262

**Abigail Nastan**

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**Dave Matheny**

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**Jody Morris**

Rural Region Alternate | Wasilla | [jodym.asea@gmail.com](mailto:jodym.asea@gmail.com) | 529-6377

**Heidi Drygas**

Executive Director | Anchorage | [heidid@afscmelocal52.org](mailto:heidid@afscmelocal52.org) | (907) 277-5200 or (800) 478-2732 toll free

<http://www.afscmelocal52.org/cnc>



# Collective Bargaining Timeline

**PREPARING** Your Contract Negotiating Committee (CNC) or 'Team' are members elected by the membership. The CNC will meet and confer to set ground rules, develop an action plan for bargaining with the State of Alaska.

**DEVELOPING** Worksite meetings will be held in order to provide members an opportunity to provide input to the team. Member input will help the team develop proposals for contract negotiations.

**NEGOTIATING** Our CNC will meet with the State's negotiating team to establish dates and locations of future bargaining sessions. Throughout negotiations, both parties will provide proposals which may be considered, negotiated until both sides reach an agreement.

**AGREEING** Once both sides reach agreement, each party endorses a tentative agreement (TA).

**DISAGREEING** If both sides are unable to reach an agreement, mediation and arbitration may take place to attempt to bring both parties to a mutual agreement.

**LEGISLATURE** Monetary terms must reach the Legislature by the 60<sup>th</sup> day of the session for consideration.

**RATIFYING** Worksite meetings will be held to answer questions about gains/losses. The TA is presented to the membership for a ratification vote.

**STRIKE VOTE** A vote of the bargaining unit members to authorize a strike can be taken at any time. Example: Both sides fail to agree (reach impasse) after mediation and/or arbitration, CNC could request a strike vote.

**CONTRACT** A Collective Bargaining Agreement (contract) is ratified if the majority of union members voting approve the terms of the Tentative Agreement.

Once a strike is authorized, the strike itself cannot take place until after the contract expires. If such an impasse continues:



## What can I do as a member to help the CNC achieve the best contract possible?

**Stay Informed** – Your elected CNC will release ‘Bargaining Updates’ after each negotiation session detailing dates and locations (both past and upcoming), proposals, counter proposals by the state, tentative agreements, impasses and information on how you can support your CNC. Watch for ASEA emails and weekly digests or visit our website at [www.afscmelocal52.org](http://www.afscmelocal52.org) for more information.

### Subscribe to Text Alerts – *Text GGUCNC to 237263*

**Attend Negotiations** – Follow negotiations when they begin this fall to see if the next session is going to be somewhere you can attend in person. By attending you show support for the CNC. A display of support can influence negotiations if the State of Alaska sees member interest and involvement.

### Show support in your workplace and be prepared to rally support

Be prepared to show solidarity and strength for your CNC as they fight for you and your fellow bargaining unit members. Bargaining can be tough on negotiators and we may need all ASEA members to be organized and ready to display team support and union pride.

### Continue your support for negotiations by signing a MOM Card

Solidarity during Contract Negotiations has never been more important. Due to the U.S. Supreme Court decision in Janus v. AFSCME, union membership is how you demonstrate your support for improving your wages, benefits, leave and other conditions of employment. Let’s continue a tradition of supporting the team that supports us!



BECOME A MEMBER



When I am engaged in our Union, I know I am making a material difference in my life, the lives of my ASEA brothers and sisters as well as the lives of every Alaskan benefitting from public services.

We need all hands-on deck for the upcoming contract negotiations to maintain our low healthcare costs, our floating holiday, our 37.5- hour work week, my telework capabilities, and other benefits we earned.

Make sure you’re a GGU Dues paying member, tell the contract negotiation committee ideas you have for improving your workplace, attend meetings and or join a committee.

-Crystal Berwick, Anchorage

# WAGES. BENEFITS. HEALTH CARE.

These important items are currently on the bargaining table and your support is needed.

Stay informed and engaged.

**ACT now and Opt-In to GGUCNC so together we will achieve the best possible contract.**

Get immediate communications from your negotiating team (CNC) by opting into receiving text alerts.

**TEXT**  
**GGUCNC to**  
**237263 to**  
**OPT-IN**



NOTE: When you opt-in on your to GGUCNC text alerts, you will have to provide information so we can verify if you are a member of ASEA. If we cannot verify your member status, you will be removed from the alert system.

I noticed after the “Janus” ruling the Union became even more important. Each negotiation period, it seems the State of Alaska tries to take more of our benefits away. When our negotiators got the “Furlough” days removed from our contract, I was even more impressed and did not want to go alone without my brothers and sisters in the Union. Safety in numbers.

- Ed Deal, Fairbanks



## **If you don't use text alerts, there are other ways to stay informed about your next contract...**

- **Attend a worksite meeting, chapter meeting or ASEA event**  
Visit the ASEA website, under Union Leadership, select your Chapter and see what events your chapter have planned.
- **Watch for and read the ASEA Break Time Reading Emails**
- **Visit the GGU CNC page for updates: [www.afscmelocal52.org/cnc](http://www.afscmelocal52.org/cnc)**
- **Talk to a Steward or become a steward**
- **Become a communicator in your workplace and share Union news**
- **Call or visit an ASEA office**
- **When negotiations are in session, attend a negotiating session and watch the action as it happens at the table**  
Date of negotiations will be published in ASEA communications sent via your state email - Watch for future “Bargaining Updates”



Being a Union member is so important because it's our only mechanism to increased pay and benefits.

-Neil Moomey, Kodiak



# United We Stand

## Bargaining Update No. 3 November 4, 2024

- Your Contract Negotiating Committee (CNC) met virtually on October 28 & 29 to continue work on contract proposals.
- Your CNC met virtually with the State of Alaska's Negotiators on October 30 for the first negotiating session to discuss the Ground Rules that establish negotiation guidelines between the CNC and the State.
- We again requested a copy of the salary study completed this past summer and were informed it is still on the Governor's desk for review.
- We proposed terms allowing ASEA members to observe online negotiations, similar to the last negotiation cycle. The State rejected the proposal and countered with language the CNC found unacceptable. We countered and are waiting to hear back from the State.
- The next bargaining session is scheduled for November 25-26, 2024, in person at the Anchorage ASEA Union office.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
- Visit the CNC webpage: [www.afscmelocal52.org/CNC](http://www.afscmelocal52.org/CNC) to contact the CNC members or obtain copies of this and future bargaining updates.

#### Central Region

John White, Negotiator  
Cassandra Lynch, Alternate

#### Seasonal

Dave Matheny, Negotiator  
Matthew Nunnally, Alternate

#### Class I

Chuck Stewart, Negotiator  
Warren Waters, Alternate

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Micheal Hills, Alternate

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Steve Oswald, Alternate

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Doug Grzybowski, Negotiator  
Jody Morris, Alternate

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# United We Stand

## Bargaining Update No. 4 November 26, 2024

- Your CNC met with State of Alaska negotiators on Nov. 25 & 26 for a second negotiating session to discuss the Ground Rules establishing guidelines for negotiations.
- We proposed terms allowing ASEA members to observe online negotiations, similar to the last negotiation cycle. Initially, the State rejected our proposal. The parties then agreed to language that limits observers to approximately 240. Please look for future emails with Zoom registration links to observe negotiating sessions.
- The parties tentatively agreed (TA'd) to no changes (book) to the following articles:
  - Article 3 – Union Security
  - Article 5 – No Strike or Lockout
  - Article 14 – Notice of Discipline and Discharge
  - Article 32 – Parking
  - Article 34 – Examination of Records
  - Article 36 – Legal Indemnification
  - Article 38 – Savings and Separability
  - Article 39 – Superseding Effect of this Agreement
  - Article 40 – Legislative Action
- We proposed changes to the following articles:
  - Article 16 – Grievance – Arbitration
  - Article 18 – Performance Evaluations and Incentives
- We again requested a copy of the salary study completed this past summer and were informed it is still on the Governor's desk for review.
- The next bargaining session is scheduled for Dec. 17 & 18, 2024, in person at the State Office Building (SOB) in Juneau.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
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# United We Stand

## Bargaining Update No. 5 December 19, 2024

Your CNC met with State of Alaska negotiators on December 17-18, for a third negotiating session.

**The State proposed the following articles with no substantial changes:**

- Article 1 – Union Recognition
- Article 2 – Union Representation and Activities
- Article 6 – Nondiscrimination and Affirmation Action
- Article 7 – Labor-Management Committees
- Article 10 – Recruitment and Selection
- Article 15 – Complaint Resolution Process
- Article 29 – Safety and Health

**The State proposed changes to the following articles:**

- Article 9 – Nonpermanent Employees – expanding rehire rights for nonpermanent employees
- Article 33 – Protection of Rights – moving the process to Step 2
- Appendix F – Juvenile Justice Counselors
- Appendix H – Flexibly Staffed and Multiple Class Positions – added classes

**Our CNC proposed changes to the following articles:**

- Article 11 – Employee Status – Probationary credit and notice and compensation for moving expenses for transfers that are “for the good of the service”
- Article 19 – Health and Security – increase Life Insurance benefit & employer contributions
- Article 24 – Holidays – Adding Juneteenth and one additional floating holiday
- Article 30 – Travel, Per Diem and Moving - Aligning with the Federal Rates
- Article 35 – Educational Advancement and Training – Step increase for Advanced Degrees

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# United We Stand

## Bargaining Update No. 5 December 19, 2024

### Our CNC submitted counterproposals to the following articles:

- Article 2 – Stewards shall suffer no loss
- Article 6 – Grievance procedure and definition of bullying
- Article 7 – Requires decision makers to be present at Labor-Management Committee meetings
- Article 9 – Nonpermanent language that addresses issues of non perm positions
- Article 29 – Addresses working in an unsafe environment
- Article 33 – Telework Equipment damage language

### The State submitted counterproposals to the following articles:

- Article 17 – Division updates
- Article 33 – Rejecting CNC’s proposal for telework equipment

### Tentative Agreements:

- Article 15 – Complaint Resolution Process – added language for courtesy copies
- The next scheduled bargaining session will be virtual on December 27, 2024.
- Thank you to everyone who observed. We appreciate you taking the time to support the bargaining process and hope that you will continue to do so. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
- Visit the CNC webpage: [www.afscmelocal52.org/CNC](http://www.afscmelocal52.org/CNC) to contact the CNC members or obtain copies of this and future bargaining updates.

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# United We Stand

## Bargaining Update No. 6 December 27, 2024

Your CNC met with State of Alaska negotiators on December 27 for the fourth negotiating session.

**The State proposed the following articles with no substantial changes:**

- Article 37 – Conclusion of Collective Bargaining
- Article 41 – Printing of this Agreement

**Tentative Agreements:**

- Article 10 – Recruitment and Selection
  - Article 17 – Classification Reviews
  - Article 33 – Protection of Rights
  - Article 37 – Conclusion of Bargaining
  - Article 41 – Printing of this Agreement
- The next scheduled bargaining session will be virtual on January 15, beginning at 10:30 am.
  - Thank you to everyone who observed. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.
  - The CNC reiterated its request for the draft salary study for review.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
- Visit the CNC webpage: [www.afscmelocal52.org/CNC](http://www.afscmelocal52.org/CNC) to contact the CNC members or obtain copies of this and future bargaining updates.

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# United We Stand

## Bargaining Update No. 7 January 21, 2025

- Your CNC met with State of Alaska negotiators on January 21-22, for a fifth negotiating session.
- **The State proposed the following articles with no substantial changes:**
  - Article 4 – Management Rights
  - Article 28 – Equipment and Clothing
  - Article 35 – Educational Advancement and Training
- **The State proposed changes to the following articles:**
  - Article 8 – Emergency Personnel
  - Article 12 – Layoff
  - Article 13 – Contracting Out
  - Article 24 - Holidays
  - Article 30 – Travel, Per Diem and Moving
  - In its proposals on Articles 8, 12, and 13, the State is proposing to significantly relax the requirements for contracting out State jobs. In its proposal in Article 30, the State is rejecting ASEA’s proposal to increase per diem.
- **Our CNC proposed changes to the following articles:**
  - Article 2 – Union Representation and Activities
  - Article 23 – Meal and Relief Periods
  - Article 31 – State Owned/Controlled Housing
- Our CNC and the State submitted counterproposals and reached a Tentative Agreement on the following article(s):
  - Article 7 – Labor-Management Committees
- The next bargaining session is scheduled for Feb. 4 & 5, 2025, in person in Anchorage.
- Thank you to everyone who observed. If you have any questions, please reach out to your negotiators. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

To stay engaged and receive timely information,

Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
- Visit the CNC webpage: [www.afscmelocal52.org/CNC](http://www.afscmelocal52.org/CNC) to contact the CNC members or obtain copies of this and future bargaining updates.

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# United We Stand

## Bargaining Update No. 8 February 5, 2025

- Your CNC met with State of Alaska negotiators on February 5 for a sixth negotiating session.
- **Our CNC proposed changes to the following articles:**
  - Article 21 – Wages
  - Article 22 – Overtime and Premium Pay
  - Article 27 – Shift Assignments
  - Article 28 – Equipment and Clothing
- If you have any specific questions, please reach out to your negotiator via the [ASEA GGU Contract Negotiating Committee](#) webpage.
- The next bargaining session is scheduled for February 25-26, 2025, in Juneau.
- Thank you to everyone who observed. If you have any questions, please reach out to your negotiators. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

- Review your [current GGU collective bargaining agreement](#) on our website
- Visit the CNC webpage: [www.afscmelocal52.org/CNC](http://www.afscmelocal52.org/CNC) to contact the CNC members or obtain copies of this and future bargaining updates.

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# United We Stand

## Bargaining Update No. 9 February 26, 2025

Your CNC met with State of Alaska negotiators on February 25-26, for a seventh negotiating session.

### The State proposed changes to the following articles:

- Article 11 – Employment Status
- Article 16 – Grievance - Arbitrations
- Article 18 – Performance Evaluations and Incentives
- Article 20 – Legal Trust Fund
- Article 23 – Meal and Relief Periods
- Article 25 – Annual and Sick Leave
- Article 26 – Personal Leave
- Article 29 – Safety Union and Health
- Article 31 – State Owned/Controlled Housing

### Our CNC proposed changes to the following articles:

- Appendix D – Nurses
- Article 11 – Employment Status
- Article 20 – Legal Trust Fund
- Article 24 – Holidays
- Article 25 – Annual and Sick Leave
- Article 26 – Personal Leave
- Article 30 – Travel, Per Diem and Moving
- Article 31 – State Owned/Controlled Housing

We are hopeful the State comes with some monetary proposals for our next negotiation session, which will be March 13 & 14 in Fairbanks.

Start time at 9:00 AM, Location TBD

#### Central Region

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# United We Stand

## Bargaining Update No. 10 March 17, 2025

Your CNC met with State of Alaska negotiators on March 13-14, for an eighth negotiating session.

**The State proposed changes to the following articles:**

- Article 27 – Shift Assignments
- Article 21 – Wages
- Article 22 – Overtime and Premium Pay

**Our CNC proposed counterproposals to the following article:**

- Article 16 – Greivance – Arbitration

The State rejected our wage proposal and proposed the CPI language that is in our current contract. This would result in an increase of 1.25% in the first year of the contract and 2.5% increase in the second year. An increase in the third year of the contract is undetermined at this time because the applicable CPI for the third year will not be established until the end of this year.

The CNC’s response to the State proposal was immediate. Chief Spokesperson Heidi Drygas told the State its offer was not a serious offer and that it was offensive. Seasonal Representative, Dave Matheny, described the State’s proposal as a “gut punch.” Given how hard State employees have worked over the last three years dealing with inadequate staffing, tremendous workloads, and the erosion of their ability to provide for themselves and their family, the State’s offer failed to come anywhere close to what GGU members deserve.

Moreover, the State couched this offer on the basis of no increases in the State’s contribution towards member healthcare. As you may know, ASEA proposed a substantial increase to the State’s contribution toward member healthcare. It did so due to substantial increases in health care costs, and three years of near flat funding under the current contract resulting in the systematic depletion of ASEA Health Benefits Trust reserves.

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Cassandra Lynch, Alternate

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## Bargaining Update No. 10 March 17, 2025

**The State rejected our previous proposals including the following topics;**

- Telework
- Geographic Differentials
  - Except for Kipnuk, Lower Kalskag, Upper Kalskag and Tooksook Bay which were already covered in a letter of agreement.
- Hazard Pay
- Recall
- Acting in a Vacant Position
- Sea Duty Pay Increases
- Daily Overtime
- Seasonal Overtime and benefits including Health Care, Retirement, Leave Accrual and Time in Service beyond December 31<sup>st</sup>
- Additional Flex Time Accrual, and Flex Time for Non-Permanent Members
- Mandatory Overtime
- Standby Pay
- Premium Pay for Field Training Officers

The State countered our proposal to formalize the 30% wildland firefighter incentive pay currently implemented as a letter of agreement (LOA) with a proposal to reduce the incentive as vacancies are filled. This proposal clearly misses the intent and spirit of the current LOA and was met with deep frustration from Seasonal Representatives, including Dave Matheny, who argued that the State's proposal would all but assure the exit of many wildland firefighters at a time when the State can least afford to lose them.

Our next negotiation session has not been set. We will update members with observation instructions and meeting dates as soon as we have them.

We are also still in the process of scheduling virtual and in person town halls. Please be on the lookout for those dates and times as well.

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# United We Stand

## Bargaining Update No. 11 March 28, 2025

- Your CNC met with State of Alaska negotiators on March 27-28 for a ninth negotiating session.
- **Our CNC proposed several package deals involving multiple articles including:**
  - Article 21 – Wages
  - Article 22 – Overtime and Premium Pay
  - Article 27 – Shift Assignments
  - Article 28 – Equipment and Clothing
- After the exchange of these proposals, the parties had an extensive discussion regarding all articles and where differences remain between the parties. The parties still remain very far apart on numerous articles, notably wages and health care.
- Our next negotiation session has been scheduled for April 3-4. We will update members with observation instructions and meeting dates as soon as we have them. We are also still in the process of scheduling virtual and in person town halls. Please be on the lookout for those dates and times as well.
- **Your engagement is vital** at this stage of the process and we appreciate everyone who has observed and participated to date. Please keep sending your feedback and consider sending concerns or stories you have to your legislators.
- Thank you to everyone who observed. If you have any questions, please **reach out to your negotiators**. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

To stay engaged and receive timely information,  
Text **GGUCNC** to the six-digit number: **237-263** to receive the alerts from the CNC.

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# United We Stand

## Bargaining Update No. 12 April 4, 2025

Your CNC met with State of Alaska negotiators on April 3-4 for a tenth negotiating session.

**Our CNC proposed the following articles:**

- Article 12 – Layoff
  - No change to original language.
- Article 23 – Meal and Relief Periods
  - Proposed language adding a third paid 15-minute break for employees that work continuously over 10 hours.
- Article 27 – Shift Assignments
  - Including language to incorporate AWW into the contract.
  - Maintaining our proposal on Telework.
- Appendix – Alternate Work Week Agreement
  - Proposing changes for additional third paid 15-minute break for employees that work continuously over 10 hours.

The State had no proposals and indicated they will have a package of proposals including wages and other monetary proposals for the next negotiating session.

Our next negotiation session is scheduled for April 8-9 at 10:00 a.m. We will update members with observation instructions shortly. We are also still in the process of scheduling virtual and in-person town halls. Please look for those dates and times as well.

The CNC is inviting you to attend the Virtual Townhall meeting on Thursday, April 10, 2025 at 5:15 p.m.

Please watch for the Zoom link to register.

**Your engagement is vital at this stage of the process and we appreciate everyone who has observed and participated to date.** Please keep sending your feedback and consider sending concerns or stories you have to your legislators.

Thank you to everyone who observed! If you have any questions, please reach out to your negotiators. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

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# United We Stand

## Bargaining Update No. 13 April 11, 2025

Your CNC met with State of Alaska negotiators in Juneau on April 8-9 for the eleventh negotiating session, and the State presented two supposals. Unfortunately, these supposals fall far short of addressing the needs of our members and, in fact, would amount to a pay cut for most employees.

### Key Takeaways from the State’s Supposals

- Wage Increases:** Only a 1% general increase, in one of the two supposals with an additional step for those below Range 13.
- **COLA:** The State wants to keep the current brackets that determine cost-of-living adjustments (COLA) tied to the Consumer Price Index (CPI), failing to address rising inflation adequately.
- **Healthcare Costs:** The most alarming supposals—nearly doubling employee healthcare contributions—would wipe out any wage gains and leave many members with less take-home pay.

### Our Response:

Our CNC made it clear that these offers are **unacceptable**. We will not agree to any offers that force workers to bear the burden of this administration’s failure to properly manage State finances.

### What’s Next?

We return to the table Monday afternoon in Juneau. Your bargaining team will continue fighting for:

- ✓ Real wage increases that keep up with inflation
- ✓ Fair COLA adjustments
- ✓ Critical increases to the employer’s contributions to the ASEA Health Trust.

### Stay Informed & Stay United!

Legislators need to hear from **YOU**. If these proposals frustrate you, they should. Now is the time to stand together and demand a fair contract.

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# United We Stand

## Bargaining Update No. 13 April 11, 2025

### Next Steps:

- Spread the word—talk to your coworkers.
- Attend a worksite meeting.
- If you're in Anchorage, attend the April 16 townhall meeting at 2601 Denali St., 5:15 pm.
- Register for and watch negotiations as you can, next session is on Monday, April 14, @1:00 pm
- Watch for updates after Monday's bargaining session.

**Your engagement is vital at this stage of the process and we appreciate everyone who has observed and participated to date.** Please keep sending your feedback and consider sending concerns or stories you have to the CNC or your legislators.

If you have any questions, please reach out to your negotiators. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

**Solidarity wins better contracts. Let's fight for what we deserve!**

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# United We Stand

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## Bargaining Update No. 14 April 15, 2025

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Your CNC met with State of Alaska negotiators in Juneau on April 14 for the twelfth negotiating session.

In response to the State's two supposals, our CNC team proposed a package that made significant concessions while **holding firm on necessary increases in wages, employer contributions to healthcare, and the overall leave package.**

When discussion turned to the Salary Study released last week, **the State's lead negotiator voiced the opinion that the data is not relevant to negotiations. Your CNC team strongly disagrees!**

While ASEA lead spokesperson Heidi Drygas spoke passionately about financial hardship facing our members, the **State's lead negotiator dismissed this as "ranting and raving" and "performative."**

**The State representative expressed skepticism about our proposals and declared that reaching an agreement prior to the Legislature adjourning would be unlikely.**

The parties met briefly again on April 15 to answer questions posed by the state's lead negotiator on the CNC's package of proposals. **The State's lead negotiator informed the CNC that legislative leadership requested contract terms be submitted to the Legislature by Friday, April 25, in order to be considered for inclusion in this year's Operating Budget.** Failure to do so may result in no negotiated increases this year.

**We remain committed to obtaining a fair agreement that will enable all our members to have a dignified standard of living. Here's what your CNC wants from you:**

- **Your CNC invites Anchorage members to attend an in-person townhall meeting in Anchorage (2601 Denali St.) on Wednesday, at 5:15 PM. Light snacks will be provided.**
- **Look for invitations to worksite meetings and virtual town halls coming soon.**
- **Please contact your legislators and ask them to issue a statement in support of a fair standard of living for state workers.**
- **Speak with your coworkers to make sure they are aware of the situation and encourage everyone to join the union if they are not already a member.**

**Thank you to those who attended today's bargaining session.**

Please keep sending your feedback and consider sending concerns or stories you have to the CNC or your legislators.

If you have any questions, please reach out to your negotiators. Please look for future emails containing Zoom registration links to observe upcoming negotiating sessions.

**Solidarity wins better contracts. Let's fight for what we deserve!**

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## FAQs

### What happens if we do not get a contract before it expires?

**The existing agreement generally remains in effect** until a new one is negotiated. This is called the “status quo” period, and it means most terms and conditions of employment—including wages, benefits, and work rules—continue unchanged.

**Monetary increases cannot be implemented** without legislative approval, which requires a finalized agreement. So even if increases are negotiated later, they may not be retroactive, and members could lose out on potential raises or improvements during the gap.

**The employer is obligated to bargain in good faith**, and neither party can unilaterally change mandatory subjects of bargaining (like pay, hours, and working conditions) without reaching agreement or going through impasse procedures.

**The delay can weaken bargaining leverage** and limit what can be achieved in the final agreement—especially if the budget has already been finalized without room for increases.

### Can we go on strike? How and when does that happen?

Yes, you *can* go on strike—but only under specific conditions and not until our contract expires.

**Impasse Declared:** If no agreement is reached, either party can declare impasse, meaning further negotiation isn’t making progress.

**Mediation:** A neutral mediator from the Alaska Labor Relations Agency (ALRA) tries to help both sides reach an agreement. If mediation fails, a fact-finder reviews both sides' positions and issues non-binding recommendations.

**Last Best Offer:** Each side submits its "last best offer" for consideration.

**Imposition Of Last Best Offer:** If mediation does not result in an agreement, Class I employees can go to binding interest arbitration, the State can impose its last best offer (which is usually really bad), and Class 3 employees can strike if a vote has taken place and a strike has been authorized.

**Strike Authorization Vote:** ASEA Members must vote to authorize a strike. A strike vote can happen at any time. A successful strike vote means that a simple majority (50% of the members plus one) in the bargaining unit have voted in favor of a strike.

**Strike Preparedness meetings:** ASEA will hold meetings to educate members about going on strike and what resources are available during a strike.

**Strike Notice:** If authorized, the union must give **notice** to the State before striking.

### How and when will we vote on the final contract?

**ASEA members will vote to ratify (approve) the tentative agreement (contract).**

**Tentative Agreement (TA):** When both parties reach a tentative agreement for all articles in the contract.

**Gains and Loss Statement:** The CNC will distribute a statement of what they consider a gain or loss, along with a statement of support. Worksite and Tele-Town Halls will be held to inform and educate members about the changes in the contract before and during the ratification vote. ASEA will distribute an online ballot to your state email address.

## IMPORTANT CONTACT INFORMATION

**Website: [www.afscmelocal52.org](http://www.afscmelocal52.org)**

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4.17.2025