



# 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.

**Central Region**

John White, Negotiator  
Cassandra Lynch, Alternate

**Seasonal**

Dave Matheny, Negotiator  
Matthew Nunnally, Alternate

**Class I**

Chuck Stewart, Negotiator  
Warren Waters, Alternate

**Southeast Region**

Randy Sutak, Negotiator  
Micheal Hills, Alternate

**Northern Region**

Abigail Nastan, Negotiator  
Steve Oswald, Alternate

**Bush Region**

Mark Larsen, Negotiator  
Scott Leigh, Alternate

**Rural Region**

Doug Grzybowski, Negotiator  
Jody Morris, Alternate

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**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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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.

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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