

SUMMARY OF **GAINS & LOSSES**

TENTATIVE AGREEMENT FOR JULY 1, 2025 TO JUNE 30, 2028
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,
see back page for contact information**

**The GGU Tentative Agreement can be viewed online:
www.afscmelocal52.org/cnc**



Dear ASEA Member,

The Contract Negotiating Committee (CNC) of ASEA/AFSCME Local 52 urges all members to support and ratify the Tentative Agreement (TA) we have reached with the State of Alaska for the 2025–2028 General Government Unit (GGU) Collective Bargaining Agreement (CBA or contract). After months of intensive bargaining, we believe this agreement represents the best possible outcome for our members we could achieve in this round of negotiations—delivering meaningful gains in wages, benefits, and healthcare. Please review the Statement of Gains and Losses below.

This tentative agreement is more than just a contract—it's the result of our collective power as an organization, and was achieved through our strong solidarity as a union. Your engagement was critical to our success at the table, and your support for the tentative agreement is necessary to securing these hard-fought improvements and moving forward together as a stronger union.

Key achievements of the TA include:

- **Wage Increases:** The parties agreed to increases of: 3% in the first year, plus a lump sum payment to permanent full time employees of \$2500; a 3% in the second year, plus a lump sum payment to permanent full time employees of \$2000; and a 5% Cost of Living Adjustment (COLA) in the third year.
- **Employer Healthcare Contributions:** After years of near flat funding, the CNC successfully negotiated significant increases to the State of Alaska's health care contributions for each eligible employee, per month. The employer's contribution will increase by \$300 per employee per month (PEPM) in the first year, \$152.26 PEPM in the second year, and \$162.24 PEPM in the third year.
- **Benefits:** The parties deleted language setting the value of leave equal to the pay rate at which it was earned. The value of leave will now increase each time your pay increases. Added June 19th (Juneteenth) as a State Holiday.

This TA reflects our collective strength and commitment to advancing the interests of our union members. **The CNC unanimously recommends ratification of this agreement and urges all ASEA members to participate in the upcoming vote.**

For detailed information on the TA and to access the redlined version of the contract, the Statement of Support and Gains & Losses, please visit our CNC website: www.afscmelocal52.org/cnc

Together, we have made significant strides forward. Let's continue to stand united for the advancement of all ASEA members.

In solidarity,

ASEA/AFSCME Local 52 Contract Negotiating Committee

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

Article	Article Title	REMARKS
7	Labor Management Committees	Added language requiring parties to have personnel with decision-making authority at Labor Management Committees.
9	Non-Permanent Personnel	LTNPs eligible for advanced step placement. LTNPs given preference for permanent positions. Employees can use rehire rights for non-permanent positions.
11	Employment Status	Article 11.02(A)(3): Employees in acting status get probationary credit if appointed to permanent position in same job class with no break in employment. Article 11.05: Perm/prob employees moving between multiple seasonal positions treated as transfers allowing establishment of single merit/pay increment date and therefore more timely step increases.
16	Grievance - Arbitration	Increased timelines between steps to 20 days. Clarification reflecting movement of Labor Relations to the Department of Law.
18	Performance Evaluations and Incentives	Employees will be notified when evaluations are finalized.
19	Health and Security	Employer contribution increases \$300 per employee per month (PEPM) effective July 1, 2025; \$152.26 PEPM effective July 1, 2026; and \$163.24 PEPM effective July 1, 2027. Incorporated MOU addressing eligibility problems caused by State following implementation of bi-weekly pay. Rejected State's demand for seat on Trust Board. Agreed instead to Labor-Management Committee to facilitate communication between Trust and State.
21	Wages	3% increase in wages effective July 1, 2025, plus \$2500 lump sum payment to permanent full time employees ; 3% increase in wages effective July 1, 2026, plus \$2000 lump sum payment to permanent full time employees ; and 5% increase in wages effective July 1, 2027. Article 21.03: added four communities providing 50% geographic differential. Article 21.06(B): Rehire rights expanded from 2 to 5 years. Article 21.06(C)(4): time spent in acting status counts toward meeting the minimum qualification for the acting status position. Article 21.07(A)(3): increased penalty pay to \$600. Parties to convene Labor-Management Committee to address ongoing employee concerns about pay issues like late travel and per diem reimbursements.
22	Overtime and Premium Pay	Reduced threshold for overtime ineligible employees to earn flextime from 45 to 42 hours. One Step increase for CNAs and ALAs who complete competency-based CNA/ALA apprenticeship with Dementia Specialty.
24	Holidays	Added June 19th (Juneteenth) as State Holiday. Allows overtime exempt employees to designate any holiday as a floating holiday. Employee leave accounts to be credited one day of leave for each holiday designated as a floating holiday.
26	Personal Leave	Deleted language establishing value of leave equal to pay rate at which it was earned. Value of each employee's leave will now increase each time their pay increases. Article 26.07: Clarified seasonal employees can cash in all their personal leave. Article 26.08: Split-up collection of business leave contribution from new employees. Increased donated leave limit to 480 hours. Clarified donated leave increase does not guarantee employment beyond legal protections.
Appendix TBD	Wildland Firefighters	Incorporating LOAs into contract increasing pay for Wildland Firefighters by 30% to compete with pay for Federal Firefighters, increase hazard pay to 25%, allow seasonal overtime to continue thru end of year for benefits purposes including health insurance. Division of Forestry and Fire Protection Employees entitled to 2nd and 3rd meal breaks while working in support of wildland fire activities more than 2 hours after normal shift and more than 11.75 hours.

LOSS: The following articles have contract language that is not as favorable as the current contract.

Article	Article Title	REMARKS
8	Emergency Personnel	No change to Article 8 but, entered into time-limited Memorandum of Understanding allowing temporary supplementation of bargaining unit in emergencies.
11	Employment Status	Return rights following non-retention limited to geographic location of position from which promoted or non-retained.
21	Wages	Article 21.06(C)(4): No waiver of prior written delegation for acting in a higher range in emergencies. Article 21.07(A): Paper checks deemed timely when postmarked. No penalty pay for incorrect, late, incomplete, or illegible timesheets.

NEUTRAL: The following articles have maintained the status quo. There has been no change in language or new language has been added to clarify intent or process.

Article	Article Title	REMARKS
PRE	Preamble	No change to current contract language
1	Union Recognition and Representation	No change to current contract language
2	Union Representatives and Activities	Clarification reflecting movement of Labor Relations to the Department of Law
3	Union Security	No change to current contract language
4	Management Rights	No change to current contract language
5	No Strike or Lockout	No change to current contract language
6	Non-discrimination and Affirmative Action	No change to current contract language
7	Labor Management Committees	Clarification reflecting movement of Labor Relations to the Department of Law
10	Recruitment and Selection	Clarification reflecting movement of Labor Relations to the Department of Law
12	Layoff	No change to current contract language
13	Contracting Out	No change to current contract language
14	Notice of Discipline and Discharge	No change to current contract language
15	Complaint Resolution Process	Clarification regarding recipients of complaint filings
17	Classification Reviews	Clarification reflecting movement of Labor Relations to the Department of Law

NEUTRAL: The following articles have maintained the status quo. There has been no change in language or new language has been added to clarify intent or process.

Article	Article Title	REMARKS
18	Performance Evaluations and Incentives	Clarifying language about regarding how probationary employees get feedback and movement of pay increment date when employee's pay increment is withheld.
20	Legal Trust Fund	No change to current contract language
22	Overtime and Premium Pay	Incorporating Compensatory Time Language into Agreement
23	Meal and Relief Periods	No change to current contract language
25	Annual and Sick Leave	No change to current contract language
27	Shift Assignment	Incorporating Alternate Workweek Agreements into contract thru Appendix
28	Equipment and Clothing	No change to current contract language
29	Safety and Health	No change to current contract language
30	Travel, Per Diem, and Moving	Minor change regarding initiation of grievances following involuntary transfers and clarification regarding movement of Labor Relations to Dept of Law
31	State Owned/Controlled Housing	No change to current contract language
32	Parking	No change to current contract language
33	Protection of Rights	Clarification correcting error in prior contract regarding appropriate step to initiate grievance challenging damage claim by State.
34	Examination of Records	No change to current contract language
35	Educational Advancement and Training	No change to current contract language
36	Legal Indemnification	No change to current contract language
37	Conclusion of Collective Bargaining	No change to current contract language
38	Savings and Separability	No change to current contract language
39	Superseding Effect of this Agreement	No change to current contract language
40	Legislative Action	No change to current contract language
41	Printing of this Agreement	No change to current contract language
42	Duration of Agreement	Change to reflect effective date of agreement from July 1, 2025 thru June 30, 2028
Appendix A	Merit Increases	No change to current contract language
Appendix B	Leave Administration	No change to current contract language
Appendix C	Affirmative Action Hiring Policy	No change to current contract language
Appendix D	Overtime Pay Nurses, I, II, III	Minor changes, removing LOA reference, and updating duration
Appendix E	Fish Hatchery Technicians	Minor changes, removing LOA reference, and updating duration
Appendix F	40-hour Workweek for Juvenile Justice Counselors	Minor changes, removing LOA reference, changing job title, inserting reference to pay schedule, and updating duration
Appendix TBD	Alternate Workweeks	Incorporating AWWs into contract based on existing Letters of Agreement
Appendix H	Flexibly Staffed Positions	Increasing job classes subject to flexible staffing

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

ORGANIZE FOR POWER

www.afscmelocal52.org/cnc



ASEA/AFSCME LOCAL 52 LOCATIONS AND CONTACT INFORMATION

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