

Summary of Resolutions – ASEA 19th Biennial Convention

1 Resolution No. 1 – PASSED

2 Whereas the U.S. Equal Opportunity Employment Commission (EEOC), in
3 conjunction with¹ with the SCOTUS decision *Bostock v. Clayton County, Georgia*
4 (S Ct. June 15, 2020, No. 17-2 1618) recognizes that the firing of individuals based
5 on their gender orientation or transgender status violates Title VII’s prohibition on
6 discrimination because of sex; and

7
8 Whereas the U.S. Department of Labor is committed to the fair treatment of, and
9 equal opportunity for LGBTQIA+ individuals through the creation of safe spaces for
10 all workers; and

11
12 Whereas a 2018 study by the Human Rights Commission revealed 46% of
13 LGBTQIA+ workers, nationwide, do not disclose their sexual orientation at work,
14 45% of both LGBTQIA+ and non-LGBTQIA+ individuals reported hearing anti-
15 LGBTQIA+ remarks in the workplace; and

16
17 Whereas a 2015 study by the National Center for Transgender Equality indicated
18 that 77% of transgender respondents reported taking steps to avoid mistreatment at
19 work; including hiding their gender transition or quitting their job; and

20
21 Whereas the Alaska Supreme Court affirmed through Alaska Statute (AS) 18.80.220
22 that LGBTQIA+ people are protected from discrimination in any aspect of
23 employment, including hiring, firing, pay, job assignments, promotions, layoffs,
24 training, fringe benefits, and any other term or condition of employment;

25
26 Now, therefore, be it resolved that ASEA hereby commits to taking active measures
27 to curtail ~~22~~ actions, behaviors, and/or policies that are in violation of local and
28 national precedent regarding the treatment of LGBTQIA+ workers;

29
30 Be it further resolved that the ASEA PRIDE committee will locate resources and
31 training to members and non-members towards ensuring they are well-versed on
32 recognizing actions, behaviors, and policies that perpetuate a hostile work
33 environment for LGBTQIA+ employees;

34
35 Be it further resolved that ASEA encourages feedback from its members,
36 particularly those who are members of the LGBTQIA+ community, to continuously
37 improve workplace conditions and culture, ~~and;~~

1
2 [Refer to the PRIDE Committee to locate resources and training and submit](#)
3 [recommendations to Executive Director. Develop an outreach plan with ASEA](#)
4 [Organizers and Communications staff to select methods to obtain feedback from](#)
5 [LGBTQIA+ community members within our union. Set a timeline to receive](#)
6 [feedback by October 2024.](#)

7 [Work in progress 5.6.25](#)

8 [Work in progress 9.2.25](#)

9
10
11 **Resolution No. 2 - PASSED**

12 Whereas, the Americans with Disabilities Act (ADA) Title I, II, III, the
13 Rehabilitation Act of 1973 Section 508 requirements, have been enacted to protect
14 from discrimination and ensure access to opportunities, establishments,
15 transportation, and services are accessible to all citizens, including those with
16 disabilities. Web Content Accessibility Guidelines (WCAG) emphasize the
17 importance of accessibility in communications; and

18
19 Whereas, Section 508 is considered a model for best practices in digital accessibility
20 to ensure that digital services are accessible to all citizens, including those with
21 disabilities.

22
23 Whereas, it is the responsibility of the Alaska State Employees Association (ASEA)
24 to ensure that all members, regardless of ability, have equal access to participation,
25 information, and communications; and

26
27 Whereas, inclusive design is recognized as a proactive approach to promoting
28 accessibility for all individuals, including those with disabilities;

29
30 Whereas, the 2020 U.S. Census reported that over nine percentage of Alaskans
31 between the age of 18 to 65 years old were identified as having a disability, and
32 highlighting the critical need for enhanced accessibility measures ¹²;

33
34 Now, therefore, be it resolved, that ASEA hereby commits to taking active measures
35 to enhance the accessibility of all its communications, ensuring they meet or exceed
36 the accessibility standards outlined in ADA and Section 508 requirements;

1 Be it further resolved, that effective immediately, ASEA will prioritize inclusive
2 design principles in the creation and dissemination of all communications to ensure
3 accessibility for all members, with specific attention to the needs of those with
4 disabilities;

5
6 Be it further resolved, that starting July 1, 2024, all electronic communications and
7 forms to be used by member issued by the ASEA to its members will undergo a
8 thorough accessibility screening prior to dissemination, with the goal of meeting or
9 exceeding ADA and Section 508 requirements;

10 Be it further resolved, that ASEA will allocate resources and provide training to its
11 communication teams to ensure they are well-versed in inclusive design practices
12 ADA, and Section 508 requirements;

13 Be it further resolved, that ASEA will regularly assess and update its communication
14 processes to incorporate advancements in accessibility technology and standards;

15
16 ~~Be it further resolved, that ASEA will establish a dedicated accessibility committee,~~
17 ~~consisting of no less than five eligible members with some expertise in accessibility~~
18 ~~and representatives of those with disabilities, to oversee the implementation of these~~
19 ~~measures and to report on progress to the union membership biannually;~~

20
21 Be it further resolved, that ASEA encourages feedback from its members,
22 particularly those with disabilities, to continuously improve the accessibility of its
23 communications;

24
25 Be it finally resolved, that ASEA commits to fostering an inclusive environment that
26 recognizes and values the diversity of its membership, including those with
27 disabilities, and will work towards eliminating barriers to full participation in union
28 activities and information dissemination.

29
30 This resolution shall take effect immediately upon its adoption.

31
32 1 <https://www.census.gov/quickfacts/fact/table/AK/DIS010222#DIS010222>
33 2 <https://www.disabled-world.com/disability/statistics/scc.php#state>

34
35 (1) website relaunch end of September

- 1 (2) distributed ADA best practices tools for communications to staff
- 2 (3) training for Sam as comms Coord. On ADA accessibility
- 3 (4) ongoing training

4 [Work in progress 5.6.25](#)

5 [Work in progress 9.2.25](#)

6

7 **Resolution No. 3 – FAILED**

8

9 **Resolution No. 4 – PASSED**

10 Whereas, in December 2003, the ASEA State Executive Board, adopted motion 03-
11 278 to establish a logo design contest and committee; and

12

13 Whereas, the Logo Design Committee allowed members, staff and family the ability
14 to submit logos for the contest, and the submitted logos were posted online for ASEA
15 members to cast their vote;

16

17 Whereas, the winning logo (Circle with Mountains and prominently displaying
18 ASEA in large letters) was adopted by the ASEA Executive Board in January 2004
19 by motion 04-073; and;

20 Whereas, the ASEA Executive Board and the ASEA Members selected their logo of
21 choice;

22

23 Whereas, the current logo (Blue Circle with State of Alaska) was designed by
24 affiliate staff and implemented by the former Executive Director.

25

26 Therefore, Be it Resolved, that the ASEA Logo should be selected by the members
27 of ASEA; and,

28

29 Be it Further Resolved, that ASEA Staff shall post both logos online for a vote of the
30 membership.

31

32 [ASEA will post logos online and solicit input from members to vote on their
33 preferred logo.](#)

34 [ASEA will seek a professional logo maker and add it to the other two logos for
35 voting.](#)

1 [Will put to vote no later than June 15, 2025.](#)
2 [Completed 9.2.25](#)

3
4 **Resolution No. 5 (CL1-4) – PASSED**

5 Whereas, the job classification, defined by the collective bargaining agreement in
6 21.08a for sea duty is being paid less than minimum wage,

7
8 Whereas, sea duty pay for GGU members is not comparable to the federal nor
9 private sector,

10
11 Whereas, recruitment and retention of GGU members in the sea duty job
12 classification is difficult and requires a unique skill set,

13
14 Whereas, these members work to support public safety officers and on the difficult
15 waters of Alaska’s coasts,

16
17 Therefore, let it be resolved that ASEA/AFSCME Local 52 advocate for comparable
18 sea duty pay which pays GGU members in this unit a living wage.

[Referred to CNC.](#)
[Completed](#)

19 **Resolution No. 6 (CL1-7) – PASSED**

20 Whereas, Class I employment is considered a vital and necessary service brought
21 to Alaskans, and Class I employees are critical to the infrastructure of the State of
22 Alaska,

23
24 Whereas, there are numerous vacant Class I positions which causes staffing
25 shortages across the State,

26
27 Whereas, filled positions experience call outs and burnout, which puts the
28 vulnerable population served by Class I employees to be at risk for services that
29 cannot be rendered,

1 Whereas, when there are staffing shortages due to call outs, burn outs, and
2 vacancies, the job duties of Class I employees must still be met with the staff
3 available,

4
5 Therefore, be it resolved that ASEA/AFSCME Local 52 encourage management to
6 accept responsibility for these call outs, staffing shortages, and fill open positions to
7 ensure adequate coverage for the benefit of all Alaskans and avoid GGU member
8 burnout.

9
10 [Referred to CNC.](#)

11 [Completed](#)

12
13 **Resolution No. 7 (J-RB/LEG-1) – PASSED**

14 AS Sec. 39.27.030. Geographic pay differential survey.

15 [Subject to appropriation, the director of the division of personnel shall conduct a](#)
16 [survey, at least every five years, to review the geographic pay differentials under AS](#)
17 [39.27.020.](#)

18 [The survey may address factors the director determines are relevant to review state](#)
19 [salary schedules, entitlements for beneficiaries of state programs, and payments for](#)
20 [state service providers. The survey must reflect the cost of living for duty stations in](#)
21 [the state or outside of the state by using the cost of living in Anchorage, Alaska, as](#)
22 [a base.](#)

23 [The parties agree to reopen Article 21.03 for further bargaining within thirty \(30\)](#)
24 [days of the legislature implementing a change to AS 39.27.020.](#)

25
26 [The following pay step differentials are approved as an amendment to the basic pay](#)
27 [plan provided in section 21.01.](#)

28
29 Whereas Geographical Differential study has not been done in 10+ years despite
30 being State Statute (AS 39.27.030) mandated every 5 years.

31
32 Whereas misinformation was gathered in the last study which lead to rural/bush
33 communities such as Tok and Delta Junction receiving a 0 geo dif.

34
35 Whereas inflation has increased exponentially in the last 4 years.
36

1 Therefore, let it be resolved that we are asking the CNC to examine the Article 21.03
2 and bring to the table, if in agreement, to move this forward as part of the upcoming
3 2025 contract negotiations.

4
5 Therefore, let it be resolved that the ASEA Executive Board utilize their resources
6 to urge the Legislature to examine the Article 21.03 and move forward with AS
7 39.27.030.

8
9 [Referred to CNC.](#)
10 [Completed](#)

11
12 **Resolution No. 8 (RB-2) – PASSED**

13 22.02 Overtime.

14
15 [A. Overtime eligibility shall be in accord with the Fair Labor Standards Act](#)
16 [\(FLSA\) or by mutual agreement of the parties. Overtime entitlements shall be](#)
17 [earned in accord with the FLSA unless otherwise provided in this Agreement.](#)

18
19 [B. Overtime eligible bargaining unit members who regularly work a thirty-seven](#)
20 [and one-half \(37:30\) hour workweek shall receive overtime for hours worked](#)
21 [in excess of thirty-seven and one-half \(37:30\) hours of work per week at the](#)
22 [rate of one and one-half \(1.5\) times the appropriate rate of pay. Overtime](#)
23 [eligible bargaining unit members who are regularly assigned to a forty \(40\)](#)
24 [hour workweek pursuant to letters of agreement establishing such alternate](#)
25 [workweeks shall receive overtime after forty \(40\) hours of work at one and](#)
26 [one-half \(1.5\) times the appropriate rate of pay.](#)

27
28 Whereas employees are losing out on overtime hours and leave accrual with the
29 current overtime practice such as weeks with mandated holiday or when personal
30 leave is used.

31
32 Therefore, we ask CNC to consider changing overtime to be calculated by the
33 employee standard work day versus the employee standard work week per FLSA
34 without a change to the current employee workweek for the upcoming 2025 contract
35 negotiations.

36
37 [Referred to CNC.](#)
38 [Completed](#)

39
40 **Resolution No. 9 (J-WIC/LEG-1) – PASSED**

41 TELEWORKING POLICY FOR STATE EMPLOYEES

1
2 WHEREAS, the State has allowed for the flexible telework option be provided to all
3 employees with job descriptions that can be accomplished remotely due to the State
4 Emergency. Employees were given the option to work from a secure location within
5 the state of Alaska using a state approved and provided VPN until the Governor
6 mandates this flexibility is no longer available requiring all employees return to
7 working in the office full time with limited notice.

8
9 WHEREAS, the State has continued this flexibility after the State of Emergency
10 mandates ended May 11, 2023, and deemed telework to be an advantage to not only
11 employees with the ability to work from home, but also to the State Executive
12 Branch. As agreements have been extended, the Governor has encouraged
13 Departments with teleworkers to create a hybrid schedule or return to the office full
14 time and left the decision to be determined by the Division Directors. Majority of
15 the Departments across the State with this flexibility option have chosen to create a
16 hybrid schedule requiring employees to work in the office at least once a week.

17
18 WHEREAS, teleworking expands job opportunities for Alaskans who require
19 special accommodations for physical and health reasons, ensures the continuation of
20 state services, provides increased productivity, offers competitive and attractive
21 incentives to retain quality workers and recruit/hire new State employees willing to
22 work long term, and reduces State operating costs. The State has capitalized on this
23 flexibility more so during extreme weather events like the many we have had within
24 the last two years where state offices had to close, but employees with the telework
25 capabilities were still required to work. The State has maximized on their
26 opportunity to consolidate many offices with large leases into one building/office,
27 saving the State money in the end. The State has also saved money on travel costs
28 for those living in rural areas who are able to serve constituents who are located
29 within a closer proximity of the employees telework site versus the office.

30
31 WHEREAS, employees who are currently teleworking have structured their lives
32 around this ability, not only physically altering their homes and purchasing
33 additional furniture or equipment to accommodate this flexibility; but also, within
34 their schedules and child care abilities. Based on the Governor's possible future
35 plans to require employees with the telework capabilities to return to the office will
36 cause major disruption not only in the lives of State Employees, but all Alaskans
37 who receive State services when the possibility of a mass exodus occurs.

38
39 Currently the state has many disjointed, inconsistent, and incongruous procedures
40 for teleworking across Departments that leave employees confused about their

1 ability to work from home after training or their probationary period, and a
2 misunderstanding of the travel requirements while teleworking. As currently
3 interpreted the ability to work remotely can be revoked at any time. These facts leave
4 employees insecure in their positions and unsure of their rights and expectations
5 based on their job descriptions when hired post COVID. Some departments have
6 teleworking agreements that are renewed every year, although these agreements are
7 given on a case-by-case basis and must be approved by metrics after training which
8 may not be achieved due to the stress of a workplace and the inefficiencies that occur
9 for some employees working outside the home.

10
11 A permanent teleworking policy will set standards that are consistent throughout all
12 Departments and provide for procedures that should be followed by management
13 regarding the timeframes for teleworking and expound on the current travel policy
14 to include travel while working remotely from the employees designated telework
15 site. This will give employees the confidence to join the State of Alaska workforce
16 and/or remain employed. It will encourage a healthier work environment mentally,
17 possibly physically, and financially for those commuting long distance from their
18 offices.

19
20 THEREFORE, BE IT RESOLVED, members and staff of ASEA/AFSCME will
21 continue advocating for remote flexibilities that allow employees the ability to
22 telework from home or outside the State (when on extended leave).~~Together~~
23 ~~ASEA/AFSCME will work with the State to draft a teleworking policy that will be~~
24 ~~consistent across all Departments allowing all employees with the capability to~~
25 ~~complete their work remotely to begin teleworking after in office training is~~
26 ~~completed that includes a reasonable evaluation of their knowledge, skills, and~~
27 ~~abilities to effectively work alone and are proficiently capable of completing their~~
28 ~~duties as required. This procedure will also provide for the employee's ability to~~
29 ~~work outside the State of Alaska remotely if extended leave is needed.~~

30
31 ~~THEREFORE, BE IT FURTHER RESOLVED, a permanent statewide telework~~
32 ~~travel policy will be incorporated with the current travel instructions/guidelines~~
33 ~~created for employees capable of working remotely to ensure the State meets federal~~
34 ~~regulations as it applies to remote work outside the employees designated work site~~
35 ~~and is managed the same way by all Departments.~~

36
37 Referred to CNC and Executive Director.
38 Part of the CNC Survey included telework question.
39 Completed

1

2 **Resolution No. 10 (CL1-1) – PASSED**

3 Whereas, the employees within the Class I designation are often doing more work
4 outside of our job descriptions and taking on more and more responsibilities,

5

6 Whereas, the State has reduced requirements for skilled Class I job classifications,

7

8 Whereas, Class I employees who have continued to serve for many years should be
9 recognized similarly to those who have been newly hired,

10

11 Whereas, Class I employees have special skill sets honed through training and
12 experience which is vital for the success of the State of Alaska,

13

14 Whereas, some of the reduced requirements have been regarding the lowered
15 minimum age for working in secure institutions, as well as a candidate’s education,
16 knowledge, and experience,

17

18 Therefore, Be It Resolved, Class I employees request that ASEA/AFSCME Local
19 52 discourages the reduced age and education requirements presented by the State.

[Referred to Executive Director.](#)

[Message has been delivered to the DOC Commissioner in a meeting.](#)

[Completed](#)

20 **Resolution No. 11 (CL1-2) – PASSED**

21 Whereas, when classification studies are completed for Class I employees,
22 ASEA/AFSCME Local 52 contract language has not been followed,

23

24 Whereas, Class I employees have had their merit anniversary dates changed
25 contrary to ASEA/AFSCME Local 52 contract language,

26

27 Whereas, the ASEA/AFSCME Local 52 contract states: If an employee is
28 reclassified to a higher salary range based upon the work already being performed,
29 the merit anniversary date and the step placement remain unchanged. Employees
30 that are at a pay increment will retain their pay increment at the new range but will

1 be required to serve two years before being eligible for the next pay increment.
2 (21.06 F(3))

3
4 Therefore, Be It Resolved; Class I employees request ASEA/AFSCME Local 52
5 enforce contract language regarding merit anniversary dates.

6
7 [Referred to Executive Director and Business Agents.](#)

8 For employees in pay increments, we have poor contract language, changes to
9 Article 21.06.F.3 will be referred to the CNC.

10 Currently pursuing grievance to address employees whose merit anniversary dates
11 were changed.

12 [Completed](#)

13
14 **Resolution No. 12 (CL1-5) – PASSED**

15 Whereas, Probation/Parole Officers were reclassified in 2023 and separate pay
16 ranges were determined for Institutional Probation Officers and Field Probation
17 Officers,

18
19 Whereas, Pretrial Enforcement Officers were placed in the pay range of Field
20 Probation Officers,

21
22 Whereas, PO 2a and PO 2b were created through the classification study,

23
24 Whereas, these subsections do not match APSC standards of Probation/Parole
25 Officers,

26
27 Whereas, the dangerous duties of PO 2a and PO 2b are similar to each other and
28 require specialized training,

29
30 Whereas, hiring and retaining Institutional Probation Officers has become more
31 difficult due to these changes,

32 Therefore, let it be resolved that ASEA/AFSCME Local 52 will encourage
33 management to recognize and consolidate these jobs to the same level based on
34 APSC standards of certification.

1 [Referred to Executive Director and Business Agents.](#)
2 [Completed](#)

3
4 **Resolution No. 13 (CL1-6) – PASSED**

5 Whereas, the work of ASEA/AFSCME Local 52 committees is essential in ensuring
6 engagement with members and bringing issues and concerns to the attention of
7 ASEA/AFSCME Local 52 staff,

8
9 Whereas, staff is there to provide support to members which includes the use and
10 access of business leave,

11 Whereas, business leave is crucial to the function of Class I employees participating
12 in union activities due to the nature of their work and the difficulties they experience
13 in requesting time away to conduct/participate in union activities,

14
15 Whereas, ASEA/AFSCME Local 52 is made up of its members, and members are
16 the heart and soul of union activities,

17 Therefore, be it resolved that ASEA/AFSCME Local 52 Executive Director and
18 ASEA Executive Board should support the use of business leave for union activities
19 to include participation in committees when members are unable to take part in the
20 work in a meaningful way due to the nature of Class I work.

21
22 [Referred to Executive Director and Executive Board.](#)
23 [ASEA Executive Board has referred Res 13 to the ASEA P&P Committee.](#)
24 [Executive Director has addressed this issue and considered it resolved.](#)
25 [Completed](#)

26
27 **Resolution No. 14 (NW- 1) – PASSED**

28 WHEREAS the future stability and leadership of ASEA/AFSCME Local 52 depends
29 on the active involvement of new and younger members;

30
31 WHEREAS developing a comprehensive leadership development program is crucial
32 to identify and activate new union members leaders;

1 WHEREAS ASEA aims to bridge the leadership gap by nurturing and empowering
2 members under 40 through targeted initiatives;

3
4 THEREFORE, BE IT RESOLVED: ASEA/AFSCME Local 52 shall establish a
5 board for a Leadership Development Program tailored for newly active members, or
6 40 years of age and under;

7
8 THEREFORE, BE IT FURTHER RESOLVED: The Leadership Development
9 Program shall be executed within the following parameters:

10
11 That the Next Wave Committee is to be tasked with supervising and executing the
12 Leadership Development Program.

13
14 A six-month timeframe designated for research and development of the
15 leadership/mentor program tailored for new and young members.

16
17 A twelve-month timeframe allocated for the implementation of the devised model to
18 include training and resources.

19 The committee will conduct an assessment three months prior to the subsequent two-
20 year convention to provide recommendations on potential resolution modifications.

21
22 [Referred to Next Wave Committee and Executive Director.](#)

23 [We will meet with the Chair and maker of the resolution to discuss the design of the
24 program thereafter meeting with AFSCME Education.](#)

25 [Ongoing, will meet with next wave to work on the resolution 5.6.25](#)

26 [Work in progress 9.2.25](#)

27
28 **Resolution No. 15 (J-WIC/LEG-2) – PASSED**

29 Whereas many ASEA members have children in Alaska’s public school system and
30 school districts are having to make hard financial decisions that are detrimental to
31 the safety and quality of education for children of our members and our future
32 workforce.

33
34 Be it resolved that ASEA ~~Executive Board and/or Political Action Committee~~
35 ~~(PAC)~~members requests the legislature and governor to approve an increase to the
36 base student allocation ~~per SB140~~.

1 [Referred to Executive Director.](#)

2 [Advocated for increase to BSA in 2024 legislative session, will continue to advocate](#)
3 [for BSA increases in 2024 and 2025 legislative sessions.](#)

4 [Completed](#)

5
6 **Resolution No. 16 (WIC-1) – PASSED**

7 Update language to be more inclusive:

8 2.03.060 Women’s Issues Committee

9 The Women’s Issues Committee is created for members to address challenges,
10 inequalities, and recommendations for improving the lives and working conditions
11 for ASEA women, members and their families. The Women’s Issues Committee will
12 meet telephonically at least quarterly and may meet in a face-to-face meeting
13 annually in lieu of a telephonic meeting.

14
15 [Referred to P&P Committee.](#)

16 [Executive Board](#) ~~Staff~~ will update the P&Ps.

17
18 **Resolution No. 17 (WIC- 5) – PASSED**

19 Whereas the Department of Health, Office of Public Assistance staff has been
20 overwhelmed with a backlog of applications and ASEA members working in the
21 Department have been working hard to keep up.

22 Be It resolved ASEA will work collaboratively with stewards and other DPA staff to
23 address non-productive and/or hostile elements of the work culture that discourages
24 retention of employees.

25
26 [Referred to Executive Director and Business Agents.](#)

27 [Ongoing 5.6.25](#)

28 [Work in progress 9.2.25](#)

29
30 **Resolution No. 18 (WIC- 6) – PASSED**

31 Whereas access to childcare and reasonable workplace accommodations is a barrier
32 for many ASEA members with working families and/or chronic illness/disability
33 acknowledging each Department has their own flexibilities.

1 Be it resolved that the Contract Negotiating Committee for the 2025-2028 cycle is
2 encouraged to ask for childcare and remote telework flexibilities to be written into
3 the contract such as:

- 4
- 5 • Allowances for temporary or long-term teleworking agreements for pre-
6 maternity leave, post-maternity leave, and during school holidays or extended
7 breaks.
- 8 • Allowances for a flexible schedule to work at non-traditional hours (before or
9 after scheduled start times) or weekends to allow for flexibility. Employee
10 will keep a spreadsheet documenting hour worked.
- 11 • Allow for up to 7.5 hours of non-punitive leave without pay if an employee is
12 unable to work the full hours that they are scheduled to work during a pay
13 period due to childcare issues.
- 14 • Allowances for temporary or long-term teleworking agreements for chronic
15 illness or disability.

16

17 Referred to CNC.

18 • Completed

19

20 **Resolution No. 19 (LEG- 4) – PASSED**

21 Whereas, HB 100 provides for 18 weeks of paid family leave for public
22 employees;

23

24 Whereas, the Alaska Family Medical Leave Act and the federal Family Medical
25 Leave Act provide for the right to take leave during critical life events such as the
26 birth or adoption of a child, a serious illness of a family member, or a time of
27 profound hardship facing a spouse or domestic partner, but does not provide a
28 requirement for an employer to provide paid leave during these absences;

29

30 Whereas, employees should not need to rely on accrued leave during these critical
31 life events;

32

33 Whereas, for years, the State of Alaska has faced a net outmigration of families due
34 in part to the lack of pensions and competitive benefits. The result is that we as
35 Alaskans pay a penalty as our workforce ages, outmigration continues, and we are
36 unable to recruit and retain the best and brightest in Alaska;

1 Whereas, this bill would help our public sector recruit and retain employees, as
2 well as ensure that our state could be amongst the best in the nation to raise a
3 family; and

4 Whereas, in his 2023 State of the State, Governor Dunleavy said that he wanted
5 Alaska to be the best state to raise and educate a family.

6 Therefore be-it resolved, that ASEA/AFSCME Local 52 ~~Executive Board and~~
7 ~~Political Action Committee (PAC)~~ membership calls upon the Legislature to pass HB
8 100 this legislative session, and encourage the Governor to sign the bill upon
9 receiving it.

10

11 Referred to Executive Director.

12 Advocated for passage of HB 100 in 2024 legislature. Will continue to advocate for
13 passage of paid family leave policies for workers.

14 Completed

15

16 **Resolution No. 20 (J-CL1/LEG-1) – PASSED**

17 Whereas the Alaska Legislature is considering SB 88, which reestablishes the
18 option for a defined benefits package for state and other public employees;

19

20 Whereas both state and local governments are finding it difficult to recruit and
21 retain workers long-term;

22

23 Whereas it is more cost-effective for the state to retain employees it has trained
24 rather than hire new employees more often and retrain them for those positions;

25

26 Whereas retaining experienced workers provides for greater productivity as well as
27 enhanced workplace safety;

28

29 Whereas a strong retirement system is a powerful incentive for workers of all ages;

30

31 Whereas there is an outmigration of Alaskans to other states and private sector
32 employers that offer their employees better wages and benefits;

33

34 Whereas work in service to the public is a dignified career choice, and public
35 servants deserve to retire with a livable income; and

36

1 Whereas state employees are not eligible to contribute to social security;

2
3 Therefore, be it resolved; that ASEA/AFSCME Local 52 members strongly support
4 Senate Bill 88 and urge the Alaska House of Representatives to expedite its passage;

5
6 Be it further resolved that Governor Dunleavy is encouraged to immediately sign the
7 bill upon receiving it;

8
9 Be it further resolved that lobbyists employed by ASEA/AFSCME Local 52
10 prioritize the passage and signing of SB 88 in their discussions with legislators and
11 the governor's office;

12
13 Be it finally resolved that ASEA/AFSCME Local 52 PAC is encouraged to request
14 all candidates seeking their endorsement for legislative or gubernatorial races pledge
15 to support a return to defined benefits for all Alaskan public employees.

16
17 [Referred to Executive Director.](#)

18 [One of ED's highest priorities.](#)

19 [Ongoing 5.6.25](#)

20 [Ongoing 9.2.25](#)

21
22 **Resolution No. 21 (LEG-2) – (Did Not Report/Resolutions Committee**
23 **Removed)**

24
25 **Resolution No. 22 (CL1-3) – (Did Not Report/Resolutions Committee**
26 **Removed)**

27
28 **Resolution No. 23 (LEG-5) - PASSED**

29 Whereas, HB 374 repays the student loans of teachers and public servants who return
30 home from pursuing higher education out of state;

31
32 Whereas, for years, the State of Alaska has faced a net outmigration caused in part
33 by lack of competitive wages and salaries of State employees, telework opportunities
34 provided by other employers, stress associated with high turnover and existing staff
35 handing the excess caseloads/workloads;

1 Whereas, this bill would help our public sector to recruit and retain employees, as
2 well as ensure that our state is amongst the best in the nation to start a career in
3 public service.

4

5 Therefore be-it resolved that ASEA/AFSCME Local 52 supports HB 374 and calls
6 upon the Legislature to pass this bill and the Governor to sign it upon receipt.

7 [Referred to Executive Director.](#)

8 [Completed](#)

9 We will support efforts for the repayment of student loans of public servants in 25-
10 26 legislative session.