



ALASKA STATE EMPLOYEES ASSOCIATION
American Federation of State, County & Municipal Employees Local 52

**MINUTES OF THE
20TH BIENNIAL CONVENTION
ASEA/AFSCME LOCAL 52, AFL-CIO
APPROVED BY THE CONVENTION
MINUTES COMMITTEE**

**Sheraton Anchorage Hotel
401 E 6th Ave., Anchorage, AK 99501**

**BUSINESS SESSION
Howard Ballrom A
March 21 – 22, 2026**

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20th BIENNIAL CONVENTION
ASEA/AFSCME LOCAL 52, AFL-CIO

DAY ONE – March 21, 2026

PLENARY SESSION

WELCOMING CEREMONIES

PRESENTATION OF COLORS

Performed by the Alaska Military Youth Academy

NATIONAL ANTHEM

Performed by William Hurr, Anchorage Chapter

INVOCATION

Lead by Dawn Bundick, Retiree Chapter

BUSINESS SESSION

CALL TO ORDER

PRESIDING OFFICER, President Charles Stewart calls to order the 20th ASEA/AFSCME Local 52 Biennial Convention 2026 at 8:54 a.m. in the Howard Ballroom A at Sheraton Anchorage Hotel, Anchorage, AK.

CONVENTION COMMITTEE REPORTS

CREDENTIALS COMMITTEE

(SEATING OF THE REGULAR DELEGATES)

The Credentials Committee was composed of three (3) provisional seated members, Rych Clime, Chair (Juneau Chapter), Robert Tanner Howard from Anchorage Chapter and Dante Graham from Anchorage Chapter.

The Credentials Committee certified the list of delegates and alternates. Of the 73 authorized convention delegates from 21 Alaska Chapters, the committee has preliminary certified and registered 49 regular delegates, four (4) proxies and three (3) alternates.

Main Motion 26-054 (Seating of Regular Delegates)

Moved by the committee to adopt Credentials Report as presented; 49 regular delegates and four (4) proxies.

Main Motion 26-054 passed without objection.

RULES COMMITTEE REPORT

The Rules Committee chaired by Stephen Warta (Juneau Chapter) reported that the Rules Committee met and adopted and would propose the rules as presented by the committee. The substantial changes were to limit the 30-minute debate to 20 minutes and to provide no limit on points of order and points of information.

Main Motion 26-055 (Adoption of Convention Rules)

Moved by the Committee to adopt the Rules and Order of Business for the 20th Biennial Convention as amended by the Committee.

Main Motion 26-055 passed without objection.

CREDENTIALS COMMITTEE REPORT

SEATING OF THE IRREGULAR DELEGATES

The Credentials Committee submits a list of four (4) irregular delegates not meeting the 5:00 pm deadline on February 4, 2026, to submit the certification and credentials forms. The Committee moved the four (4) irregular delegates be seated and added to the roll of voting delegates. Revising the delegate count to 53 delegates and four (4) proxies for a total of 57 voting members of this convention and listed in the Credentials Committee reports.

Main Motion 26-056 (Seating of Irregular Delegates)

Moved by the Committee to seat four (4) irregular delegates to the roll of regular voting delegates for a total of 57 voting delegates.

Main Motion 26-056 passed without objection.

ADOPTION OF THE AGENDA (CONVENTION PROGRAM)

The agenda was provided to the delegates in their portfolio.

Main Motion 26-057 (Adoption of the Agenda)

Moved by Sarah Jones (Anchorage), seconded.

To adopt the agenda as provided.

Main Motion 26-057 passed without objection.

CONVENTION MINUTES COMMITTEE APPOINTMENT

Main Motion 26-058 (Appointment of Convention Minutes Committee)

ASEA President Charles Stewart appointed Lawrence Camp (Anchorage) as committee chair, Daniel Gallagher (Anchorage), Casey Adolph (Juneau), Channcie Alfred (Mat-Su), Diane Schultz (Petersburg) and Axl Le Van (Midnight Sun) to the Convention Minutes Committee.

Main Motion 26-058 passed without objection as recommended by the ASEA President.

KEYNOTE SPEAKER: AFSCME INTERNATIONAL

LEE SAUNDERS, AFSCME INTERNATIONAL PRESIDENT

President Charles Stewart introduced AFSCME International President, Lee Saunders.

The Assembly took a recess at 9:43 a.m. – 10:05 a.m.

STATE OF THE UNION

PRESIDENT'S REPORT

ASEA President Charles Stewart presented his report to the assembly. During the meeting, he also introduced the inaugural Jim Duncan Award, which will be given biannually to a selected recipient. The first recipient of this award was the retired ASEA Executive Director Jim Duncan, represented at the event by Val Kenny.

SECRETARY'S REPORT

ASEA Secretary Lawrence Camp, delivered his report to the assembly.

TREASURER'S REPORT

ASEA Treasurer Jodi Andres, delivered the ASEA financial report to the Assembly.

Main Motion 26-059 (Fiscal Year 2027 Budget)

Moved by Edward Smyers (Anchorage), seconded.

To adopt FY2027 Budget proposed by the ASEA Budget Committee.

Main Motion 26-059 passed without objection.

EXECUTIVE DIRECTOR'S REPORT

Executive Director Heidi Drygas delivered the executive director's report to the Assembly.

ACKNOWLEDGEMENTS

ASEA Executive Director Heidi Drygas acknowledged the following members and staff who served and performed exceptional work and commitment for the benefit of membership and the union.

- **Top Steward**
Kristal Fisher (Mat-Su)
- **MVP**
Samantha Semien (Anchorage)
- **Rising Star**
Demi Rose Kitka (Juneau)
- **Unsung Hero**
Bev Gagaring (ASEA Internal Organizer)

The Assembly took a recess from 11:31 AM – 1:15 PM.

CONVENTION COMMITTEE REPORTS

LEGISLATIVE COMMITTEE REPORT

Committee Chair Jody Morris (Mat-Su) delivered the Legislative Committee Report to the Assembly. The Chair thanked the committee members, Axl Le-Van (Midnight Sun), Nina Harun (Midnight Sun), Portia Hall (Anchorage), Nick Shier (Midnight Sun), Danielle Logan (Midnight Sun) and Scott McAdams (YK-Delta). The committee put forward five (5) resolutions. Resolution 8, Urging the Passage of HB78, Resolution 9, Supporting Family Leave for Public Employees, Resolution 10, Implementation of the Salary Study, Resolution 11, Support Base Student Allocation Increase and Resolution 12, Equal Status for Long Term Non-Perm, Short Term Non-Perm, and On-Call Non-Perm Substitute Members.

RURAL/BUSH COMMITTEE

Committee Chair Erica Aus (Kodiak-Aleutians) delivered the Rural/Bush Committee report to the Assembly. The Committee Chair introduced and thanked committee members Tracy Johnson (Sitka), Alex Snelling (Sitka), Dianne Schultz (Petersburg), and Rachel Alinsunurin (Kodiak-Aleutian). The Committee created two (2) resolutions, Resolution 6, Geographic Pay and Resolution 14, Assessment of Internet Connectivity at All State Worksites by January 2027.

CLASS 1 COMMITTEE

Committee Chair Scott McAdams (YK-Delta) delivered the Class 1 Committee report to the Assembly. The Committee met on Wednesday morning and the Chair thanked committee members, Rikki John (Ketchikan), Tammy Rathbone (Juneau), Talyah Safir (Midnight Sun) and Leif Vick (Midnight Sun). The Committee passed one (1) resolution, Resolution 7, Teleworking Policy for State Employees.

WOMEN'S ISSUES COMMITTEE

Committee Chair Danielle Logan (Midnight Sun) delivered the Women's Issues Committee report. The Committee Chair acknowledged and thanked committee members, Supanika Ordonez (Juneau), Lavern Kent (Anchorage) and Sherry Cole (Anchorage). The Committee created five (5) resolutions. Resolution three (3), Increase to the Base Student Allocation. Resolution four (4), translated union materials. Resolution five (5), to advocate to AFSCME to expand the College Benefit Program and include degree and certificates in child development. Resolution 13, statewide solidarity emergency assistance program. Resolution 15 combined with Resolution 20, inclusion of municipal units to the Legal Trust.

NEXT WAVE COMMITTEE

Committee Chair Braxton Bundick (Anchorage) delivered the Next Wave Committee Report. The Committee Chair thanked committee members Stephen Warta (Juneau), MyginaMcAboy (Ketchikan), Danielle Galagher (Anchorage), Casey Adolph (Juneau), Jo Auginaush (Anchorage) and Paul Keller (Anchorage). The Committee created five (5) resolutions. Resolution 15 combined with Resolution 20, inclusion of municipal units to the Legal Trust. Resolution 16, ASEA Policy and Procedure 2.03.100. Resolution 17, ASEA Collective Bargaining Agreement for GGU Alaska Statutes and Alaska Administrative Code Language Review. Resolution 18, Building Power Through Membership Growth and Engagement. Resolution 19, Affirming support for the ASEA mission statement adopted by the ASEA Executive Board.

CONSTITUTIONAL AMENDMENTS COMMITTEE

Committee Chair Lawrence Camp (Anchorage) delivered the Constitutional Amendments Committee Report. The Committee Chair thanked committee members Billy Stapleton (Anchorage), Cassandra Lynch (Anchorage), Gretchen Morava (Mat-Su), Isabelle Wilkinson (Anchorage) and Mary Grzybowski (Cook Inlet).

Order of Presentation: Constitutional Amendments No: 2, 3, 1

Constitutional Amendment No. 2

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED, that the Alcan and Buffalo Chapters are combined into a single chapter known as the Alcan Buffalo Chapter, and that the ASEA Constitution and Appendix are amended accordingly.

Appendix B.01

Alcan Buffalo Chapter (Tok, Delta Junction)	23	1
Anchorage Chapter	3008	31
Bristol Bay Chapter	16	1
City of Sitka Chapter	33	1
Cook Inlet Chapter (Kenai, Soldotna)	160	2
Cordova Chapter	36	1
Fairbanks North Star Borough Supervisors Chapter	34	1
Glennallen Chapter	15	1
Juneau Chapter	913	10
Kachemak Bay Chapter (Homer)	33	1
Ketchikan Chapter	114	2
Kodiak/Aleutians Chapter	56	1
Mat-Su Chapter (Palmer, Wasilla, Willow)	435	5
Midnight Sun Chapter (Fairbanks)	722	8
Nome Chapter	50	1
Petersburg-Wrangell Chapter	12	1
Seward Chapter	37	1
Sitka Chapter	77	1
Valdez Chapter	12	1
Yukon-Kuskokwim Delta Chapter (Bethel, Aniak, Kwigollingok, St. Mary's)	95	1

Main Motion 26-060 (Constitutional Amendment No. 2)

Moved by Committee to adopt Constitutional Amendment No. 2 as published.

Main Motion 26-060 passed, Yes; 53, No; 1

Constitutional Amendment No. 3

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED, that Article 7.02 be amended as follows;

7.02 Election of ASEA Executive Board.

D. There shall be assigned one dedicated seat on the ASEA Executive Board for municipal employees organized under ASEA/AFSCME Local 52 for each 1,000 members, or fraction thereof, [except for Anchorage Municipal Employees.](#)

[E. There shall be assigned one dedicated seat on the ASEA Executive Board for Anchorage municipal employees organized under ASEA/AFSCME Local 52.](#)

F. There shall be assigned one dedicated seat on the ASEA Executive Board for state employees organized under ASEA/AFSCME Local 52, who are not classified as General Government Unit employees in the State of Alaska's system of classification for each 1,000 members, or fraction thereof.

Main Motion 26-061 (Constitutional Amendment No. 3)

Moved by Committee to adopt Constitutional Amendment No. 3 as published.

Amendment 26-061A

Moved by Supanika Ordonez (Juneau) and seconded.

To strike the proposed language in D and replace E with the following:

“There shall be assigned one dedicated seat on the ASEA Executive Board for municipal employees with more than 100 members”

The Assembly took an at ease for 10 minutes.

Amendment 26-061A Ruled out of Order

Main Motion 26-061 passed, Yes; 49, No; 4

Constitutional Amendment No. 1

Committee Recommendation: Adopt as Published

THEREFORE; BE IT RESOLVED: That the assembly adopt the following changes to Article 10.06 of the ASEA Constitution:

10.06 Chapter Financial Support.

ASEA/AFSCME Local 52 shall provide that four percent (4%) of the total dues collected for chapter operations. Each chapter shall receive a minimum allocation of \$4,000 annually. The remaining funds shall be distributed among the chapters based on each chapter's share of total membership.

Proposed Language:

10.06 Chapter Financial Support

ASEA/AFSCME Local 52 shall provide four percent (4%) of the total dues collected for chapter operations. Each chapter shall receive a minimum allocation of \$4,000 annually. The remaining funds shall be distributed among the chapters based on each chapter's share of total membership.

Main Motion 26-062 (Constitutional Amendment No. 1)

Moved by Committee to adopt Constitutional Amendment No. 1 as published.

Amendment 26-062A

Moved Paul Kelly (Anchorage) and seconded.

To strike \$4,000 and replace with \$3,500.

Question has been called.

Amendment 26-062A Failed

Main Motion 26-062 passed, Yes; 52, No; 0

RESOLUTIONS COMMITTEE REPORT

Resolutions Committee Chair Warren Waters (Anchorage) presented the Resolutions Committee report. The Committee Chair acknowledged and thanked committee members Scott McAdams (YK-Delta), Cristal Fisher (Mat-Su), Brendan Scanlon (Midnight Sun), Courtney Copeland (Anchorage), Lawrence Camp (Anchorage), William Hurr (Anchorage) and Jodi Andres (Anchorage).

ADOPT AS PUBLISHED (Consent Agenda)

ORDER OF PRESENTATION: 1, 2, 3, 4, 5, 6, 8, 9, 14, 16, 18 & 19

Resolution No. 1

Therefore, we ask CNC to consider adding a clause that explains the process for individuals who are in a flexibly staffed position who are ready to advance to a higher level versus individuals who are not ready to advance to a higher-level job. Once an employee has met the requirement to flex to the next level they shall advance to the next level unless the supervisor has taken action to extend the training period. This extension shall clearly state why the training period is being extended and what training is required. This training will be reviewed every quarter until the employee is advanced or terminated.

Therefore, we also asked ASEA Local 52 to provide all employees in a flex position an opportunity to attend training to discuss what a flex position is, its requirements and how the flex positions are to progress. This training will also cover options for the employee to be able to address these issues when it does not. This training will be offered on biannual basis at a minimum.

Resolution No. 2

THEREFORE, BE IT RESOLVED, that ASEA/AFSCME Local 52 establish a Statewide Solidarity Emergency Assistance Program to provide temporary financial assistance to eligible union members experiencing qualifying emergency hardships; and

BE IT FURTHER RESOLVED, that eligibility criteria shall, at a minimum, define:

- qualifying emergency circumstances;
- member eligibility requirements; and
- reasonable limits on the amount and frequency of assistance, with the intent that assistance be provided as an emergency assistance grant and not loans; and

BE IT FURTHER RESOLVED, that the ASEA Executive Board shall develop written policies governing the program, including application procedures, review standards, confidentiality protections, and safeguards to ensure fair and consistent administration; and

BE IT FURTHER RESOLVED, that funding for the program may include, but is not limited to, voluntary member contributions, fundraising activities, designated reserves, or other lawful funding sources, provided that the program shall not jeopardize the Union's core representational, contractual, or operational responsibilities; and

BE IT FURTHER RESOLVED, that the Executive Board shall appoint an oversight committee to review program operations and provide regular reports to the Executive Board and the membership, including non-identifying information on program usage and financial status; and

BE IT FURTHER RESOLVED, that the Executive Board shall implement the program as expeditiously as practicable, with an interim or pilot program established no later than one year from adoption of this resolution and full implementation no later than two years from adoption; and

BE IT FINALLY RESOLVED, that the Executive Board shall report on the status, funding, and effectiveness of the Solidarity Emergency Assistance Program at the next regular convention following implementation.

Resolution No. 3 (WIC-1)

Be it resolved that ASEA requests the legislature and governor to approve an increase to the base student allocation.

Resolution No. 4 (WIC-2)

Therefore, be it resolved that ASEA [established a working group](#) to survey the membership to identify what languages that a large percentage of members speak or have technical proficiency and work towards having translated Union materials available online those languages to encourage non-members towards Union Membership.

~~Therefore it be resolved that ASEA promote the online Union materials at future recruitment activities.~~

Resolution No. 5 (WIC-3 as amended)

Therefore, be it resolved that ASEA will request AFL-CIO to advocate on behalf on the existing legislative childcare bills (SB95 and SB96)

Therefore, be it further resolved ASEA encourages the Alaska AFL-CIO to take whatever actions it deems necessary to advocate for increasing access to childcare for Alaska's working families, including but not limited to creating a union-led task force or committee to address this issue for all our members

Therefore, be it further resolved that ASEA advocates to AFSCME International to expand their college benefits program to include degrees [and certificates](#) in child development ~~as required by childcare licensing.~~

Resolution No. 6 (RB-1)

Therefore, be it resolved ASEA urges the legislature to provide funding for the statutorily required study of geographical pay differentials, in order to provide fair and equitable statewide wages for State of Alaska employees.

Resolution No. 8 (LEG-1)

Therefore, be it resolved; that ASEA/AFSCME Local 52 members strongly support House Bill 78 and urge the Alaska Legislature to expedite its passage;

Be it further resolved that ASEA/AFSCME Local 52 members encourage the legislature to address the disparity between permanent and non-permanent employees and ensure all long-term employees, permanent or non-permanent, are eligible for the same retirement benefits;

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

Be it further resolved that lobbyists employed by ASEA/AFSCME Local 52 prioritize the passage and signing of HB 78 in their discussions with legislators and the governor's office;

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

Resolution No. 9 (LEG-2)

[Therefore, be](#) it resolved, that ASEA/AFSCME Local 52 membership calls upon the Legislature to pass HB 193 this legislative session, and encourage the Governor to sign the bill upon receiving it.

Resolution No. 14 (RB-2)

BE IT RESOLVED, that ASEA affirms that all Alaska state employees, regardless of the size of their office or their geographic location, are entitled to internet access sufficient to perform the full duties of their position; and

BE IT FURTHER RESOLVED, that [ASEA requests](#) the State of Alaska to conduct an assessment of internet connectivity at all state worksites by January 2027 and develop a plan to bring all worksites up to a functional level of the work being performed, with priority given to offices that have experienced chronic outages or inadequate service.

Resolution No. 16 (NW-1)

THEREFORE, BE IT RESOLVED We propose to make the change for Policy and Procedure 2.03.100 to become more inclusive with our membership growth potential. We want to foster new union engagement and build future ASEA leaders.

BE IT FURTHER RESOLVED, ASEA Policy and Procedure 2.03.100, will be changed to 'The Next Wave Committee is created for ASEA members who are either newly joined, newly active, or re-engaged with their union. The Committee's purpose is to recruit, engage, educate, and address issues and concerns in order to build emerging labor leaders of ASEA. The Next Wave Committee will meet at least quarterly and may meet in a face-to-face meeting annually.'

Resolution No. 18 (NW-3)

THEREFORE, BE IT RESOLVED, that ASEA/AFSCME Local 52 commits to increasing total membership from 6,075 to 7,200 members or achieving 85% membership density statewide by December 31, 2027; and

BE IT FURTHER RESOLVED, that progress toward this goal shall be tracked and reported monthly to each chapter at both the membership and density levels to ensure transparency, accountability, and shared ownership of the goal; and

BE IT FURTHER RESOLVED, that this organizing goal shall be accomplished through coordinated efforts including:

- Consistent and structured onboarding of new hires;
- Targeted conversion outreach to non-members;
- Enhanced steward recruitment, training, and engagement;
- Activation of dormant chapters and development of new chapter leadership;
- Focused outreach to remote regions, high-turnover agencies, underrepresented classifications, and lower-density worksites; and

BE IT FURTHER RESOLVED, that every level of our union commits to clear roles and accountability in achieving this goal — from staff leadership and Executive Board oversight to steward action and member engagement at every worksite; and, with the following roles:

Staff

- Lead overall organizing strategy, data collection, and progress tracking.
- Provide training, tools, and resources for stewards and members.
- Identify priority worksites and coordinate tailored outreach.
- Support activation of dormant chapters and leadership development.

Stewards

- Serve as frontline organizers through direct outreach and one-on-one conversations.
- Assist with onboarding new hires and engaging non-members.
- Identify and communicate barriers to joining and participation.

Members

- Encourage coworkers to join and remain active.
- Participate in outreach, events, and organizing efforts.
- Foster welcoming and inclusive workplaces that support union participation.

Executive Board

- Provide strategic oversight and alignment with the union's mission and values.
- Approve resources and budgets necessary to meet organizing goals.
- Review regular progress reports and support policies that remove barriers to membership.

Chapter Leaders

- Lead local membership drives and steward recruitment.
- Monitor chapter-level membership and density data.
- Maintain strong communication between members, staff, and leadership.
- Organize events and activities that sustain engagement and visibility.

BE IT FINALLY RESOLVED, that ASEA/AFSCME Local 52 declares that growing our union is not simply about numbers — it is about building power, protecting our future, strengthening our contracts, and ensuring that every worker we represent stands shoulder to

shoulder in solidarity. We commit today to leaving this convention not just informed, but activated — ready to organize, ready to engage, and ready to grow — because when we increase our membership, we increase our power, and when we increase our power, we win for every member across Alaska.

Resolution No. 19 (NW-4)

THEREFORE, BE IT RESOLVED, that the ASEA Delegate Assembly acknowledges and affirms support for the Mission Statement adopted by the Executive Board on December 12, 2025; and

BE IT FURTHER RESOLVED, that the Mission Statement shall serve as the guiding framework for the organization's strategic planning and priorities.

Main Motion 26-063 (Consent Agenda)

Move to adopt the Resolutions Committee Consent Agenda: Resolution 1, 2, 3, 4, 5, 6, 8, 9, 14, 16, 18 & 19.

Moved by Stephen Warta (Juneau), to remove Resolution No. 18.

Moved by Cassandra Lynch (Anchorage), to removed Resolutions No. 2, 16, & 19.

Main Motion 26-063 passed, without objection.

Resolution No. 2

Committee Recommendation: Adopt as Published.

THEREFORE, BE IT RESOLVED, that ASEA/AFSCME Local 52 establish a **Statewide Solidarity Emergency Assistance Program** to provide temporary financial assistance to eligible union members experiencing qualifying emergency hardships; and

BE IT FURTHER RESOLVED, that eligibility criteria shall, at a minimum, define:

- qualifying emergency circumstances;
- member eligibility requirements; and
- reasonable limits on the amount and frequency of assistance, with the intent that assistance be provided as an emergency assistance grant and not loans; and

BE IT FURTHER RESOLVED, that the ASEA Executive Board shall develop written policies governing the program, including application procedures, review standards, confidentiality protections, and safeguards to ensure fair and consistent administration; and

BE IT FURTHER RESOLVED, that funding for the program may include, but is not limited to, voluntary member contributions, fundraising activities, designated reserves, or other lawful funding sources, provided that the program shall not jeopardize the Union's core representational, contractual, or operational responsibilities; and

BE IT FURTHER RESOLVED, that the Executive Board shall appoint an oversight committee to review program operations and provide regular reports to the Executive Board and the membership, including non-identifying information on program usage and financial status; and

BE IT FURTHER RESOLVED, that the Executive Board shall implement the program as expeditiously as practicable, with an interim or pilot program established no later than one year from adoption of this resolution and full implementation no later than two years from adoption; and

BE IT FINALLY RESOLVED, that the Executive Board shall report on the status, funding, and effectiveness of the Solidarity Emergency Assistance Program at the next regular convention following implementation.

Main Motion 26-064 (Resolution No. 2)

Moved by Committee to Adopt Resolution No. 2 as published.

Main Motion 26-064 passed without objection.

Resolution No. 7 (CL-1)

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED, members and staff of ASEA/AFSCME will continue advocating for remote flexibilities that allow employees the ability to telework from home or outside the State. Together ASEA/AFSCME will work with the State to draft a teleworking policy that will be consistent across all Departments allowing all employees with the capability to complete their work remotely to begin teleworking after in office training is completed that includes a reasonable evaluation of their knowledge, skills, and abilities to effectively work alone and are proficiently capable of completing their duties as required. This procedure will also provide for the employee's ability to work outside the State of Alaska.

Main Motion 26-065 (Resolution No. 7)

Moved by Committee to adopt Resolution No. 7 as published.

Amendment 26-065A

Move by Scott McAdams and seconded.

To strike "or outside the state" on lines 57 and 58, and to strike "This procedure will also provide for the employee's ability to work outside the State of Alaska" on lines 63 and 64.

"THEREFORE, BE IT RESOLVED, members and staff of ASEA/AFSCME will continue advocating for remote flexibilities that allow employees the ability to telework from home ~~or outside the State.~~ Together ASEA/AFSCME will work with the State to draft a teleworking policy that will be consistent across all Departments allowing all employees with the capability to complete their work remotely to begin teleworking after in office training is completed that includes a reasonable evaluation of their knowledge, skills, and abilities to effectively work alone and are proficiently capable of completing their duties as required. ~~This procedure will also provide for the employee's ability to work outside the State of Alaska.~~"

Question has been called.

Amendment 26-065A passed.

Question has been called.

Main Motion 26-065 passed as amended by the Assembly.

Resolution No. 10 (LEG-3)

Committee Recommendation: Adopt as Published

1 Therefore be it resolved, ASEA Local 52 urges the legislature, Governor, and Department of
2 Administration to prioritize the immediate implementation of the 2025 Statewide Salary Study and to
3 modernize the State's complex classification and pay plans to ensure a competitive and stable
4 workforce.

5 **Main Motion 26-066 (Resolution No. 10)**

6 Moved by Committee to adopt Resolution No. 10 as published.

7 **Main Motion 26-066 passed without objection.**

8
9 **Resolution No. 11 (LEG-4)**

10 **Committee Recommendation: Adopt as Published**

11
12 **Be it resolved**, that ASEA Executive Board and/or Political Action Committee (PAC) members
13 requests the legislature and governor to approve an increase to the current Base Student Allocation;
14

15 **Be it further resolved** that ASEA members requests the legislature and governor to approve an
16 increase to the base student allocation.
17

18 **Main Motion 26-067 (Resolution No. 11)**

19 Moved by Committee to adopt Resolution No. 11 as published.

20 **Main Motion 26-067 Ruled out of order by the Chair.**

21
22 **Resolution No. 12 (LEG-5)**

23 **Committee Recommendation: Adopt as Published**

24
25 Be it resolved the ASEA Local 52 CNC should include all members to have equal standing regardless
26 of long-term non-permanent or permanent status:

- 27 1. Request that the State of Alaska includes long-term non-permanent workers in the annual State
28 of Alaska workforce profile.
- 29 2. Request a replacement in Article 1 1.01 A Exclusive Recognition to read: "Employee" in this
30 agreement shall mean a person in State service who is paid a salary or wage and holds
31 probationary, permanent, **long-term non-permanent** or provisional status working in a position
32 that has been designated by the Alaska Labor Relations Agency (ALRA) as a General
33 Government Unit position.
- 34 3. Request elimination of "bargaining unit member" term and all employees permanent and long-
35 term non-permanent shall be "employees" with all rights in the contract.
- 36 4. Request legislative action for all long-term non-permanent positions, short-term non-
37 permanent positions, and on-call non-permanent substitutes to be converted into a permanent
38 position upon completion of any 52 weeks or 26 pay periods of employment.

39 **Main Motion 26-068 (Resolution No. 12)**

40 Moved by Committee to adopt Resolution No. 12 as amended.

41 **Main Motion 26-068 passed without objection.**

Resolution No. 15 (WIC-5) (Combined with Resolution No. 20 NW-5)

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED, that ASEA/AFSCME Local 52 supports efforts by the municipal units to bargain for ASEA Legal Services Trust contributions with their respective employers; and

BE IT FURTHER RESOLVED, that ASEA/AFSCME Local 52 requests that the ASEA Legal Services Trust hold a vote of the beneficiaries to establish a framework to the inclusion of employees in the municipal units of ASEA; and

BE IT FINALLY RESOLVED, that ASEA/AFSCME Local 52 encourages the ASEA Legal Services Trust to consider a municipal seat among its Trustees to represent participating municipal units.

Main Motion 26-069 (Resolution No. 15)

Moved by Committee to adopt Resolution No. 15 as published.

Main Motion 26-069 passed without objection.

Resolution No. 16 (NW-1)

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED We propose to make the change for Policy and Procedure 2.03.100 to become more inclusive with our membership growth potential. We want to foster new union engagement and build future ASEA leaders.

BE IT FURTHER RESOLVED, ASEA Policy and Procedure 2.03.100, will be changed to ‘The Next Wave Committee is created for ASEA members who are either newly joined, newly active, or re-engaged with their union. The Committee’s purpose is to recruit, engage, educate, and address issues and concerns in order to build emerging labor leaders of ASEA. The Next Wave Committee will meet at least quarterly and may meet in a face-to-face meeting annually.’

Main Motion 26-070 (Place Resolution No. 16 on the floor)

Move to place Resolution No. 16 on the floor, seconded.

Main Motion 26-070 passed without objection.

Main Motion 26-071 (Resolution No. 16)

Moved by Committee to adopt Resolution No. 16 as published.

Amendment 26-071A

Moved by Danielle Logan (Midnight Sun) and seconded.

To insert “retain” between recruit and engage.

1 **"BE IT FURTHER RESOLVED**, ASEA Policy and Procedure 2.03.100, will be changed to
 2 ‘The Next Wave Committee is created for ASEA members who are either newly joined, newly
 3 active, or re-engaged with their union. The Committee’s purpose is to recruit, retain, engage,
 4 educate, and address issues and concerns in order to build emerging labor leaders of ASEA.
 5 The Next Wave Committee will meet at least quarterly and may meet in a face-to-face
 6 meeting annually.”

7 **Amendment 26-071A passed without objection.**

8 *Question has been called.*

9 **Main Motion 26-071 passed, Yes; 39, No; 13**

11 **Privileged Motion 26-072 (Recess)**

12 Moved by Deadra Brown, seconded.

13 To go into recess until 9:00 AM.

14 **Privileged motion 26-072 passed without objection.**

16 (Whereupon, the 20th Biennial Convention 2026, ASEA/AFSCME Local 52, AFL-CIO, recessed for
 17 the evening at 4:30 p.m., to reconvene the following day, Sunday, March 22, 2026 at 9:00 a.m.)

20 **DAY TWO – March 22, 2026**

22 The 20th Biennial Convention 2026, ASEA/AFSCME Local 52, AFL-CIO, reconvene on Sunday,
 23 March 22, 2026 at 9:03 a.m. A quorum of the Assembly is declared.

25 **RESOLUTIONS COMMITTEE REPORT – (continued)**

27 **Resolution No. 17 (NW-2)**

28 **Committee Recommendation: Do not Adopt**

30 Therefore,

31 Let it be so known and examined that the Alaska Statutes (AS) and the Alaska Administrative Code
 32 (AAC) contain language that impact, guide, or directly reflect the CBA language; this language
 33 gives the contract (CBA) its legal authority. There are noticeable gaps or contradictions between the
 34 AS and AAC language and the CBA language that do not give the ASEA members the best value for
 35 the negotiated conditions of employment through the CBA. An example is included herein; let it be
 36 that the Contract Negotiating Committee (CNC) members should review this and any other potential
 37 contradictions or oversights in the CBA to ensure that the best possible contract is garnered for our
 38 members.

39 **Main Motion 26-073 (Resolution No. 17)**

40 Moved by Paul Keller (Anchorage) and seconded.

41 To consider Resolution No. 17.

42 **Amendment 26-073A**

43 Moved by Deadra Browne (Anchorage) and seconded.

To amend by striking “Therefore” from line 16 and insert “Whereas” at line 27 and insert “Therefore, applicable AS and AAC should guide the next contract negotiation committee to remedy”

~~Therefore,~~ Whereas

Let it be so known and examined that the Alaska Statutes (AS) and the Alaska Administrative Code (AAC) contain language that impact, guide, or directly reflect the CBA language; this language gives the contract (CBA) its legal authority. There are noticeable gaps or contradictions between the AS and AAC language and the CBA language that do not give the ASEA members the best value for the negotiated conditions of employment through the CBA. An example is included herein; let it be that the Contract Negotiating Committee (CNC) members should review this and any other potential contradictions or oversights in the CBA to ensure that the best possible contract is garnered for our members.

Therefore, applicable AS and AAC should guide the next contract negotiation committee to remedy.

Amendment 26-073A passed without objection.

Main Motion 26-073 Failed

Resolution No. 18 (NW-3)

Committee Recommendation: Adopt as Published

THEREFORE, BE IT RESOLVED, that ASEA/AFSCME Local 52 commits to increasing total membership from 6,075 to 7,200 members or achieving 85% membership density statewide by December 31, 2027; and

BE IT FURTHER RESOLVED, that progress toward this goal shall be tracked and reported monthly to each chapter at both the membership and density levels to ensure transparency, accountability, and shared ownership of the goal; and

BE IT FURTHER RESOLVED, that this organizing goal shall be accomplished through coordinated efforts including:

- Consistent and structured onboarding of new hires;
- Targeted conversion outreach to non-members;
- Enhanced steward recruitment, training, and engagement;
- Activation of dormant chapters and development of new chapter leadership;
- Focused outreach to remote regions, high-turnover agencies, underrepresented classifications, and lower-density worksites; and

BE IT FURTHER RESOLVED, that every level of our union commits to clear roles and accountability in achieving this goal — from staff leadership and Executive Board oversight to steward action and member engagement at every worksite; and, with the following roles:

Staff

- Lead overall organizing strategy, data collection, and progress tracking.
- Provide training, tools, and resources for stewards and members.
- Identify priority worksites and coordinate tailored outreach.
- Support activation of dormant chapters and leadership development.

1 Stewards

- 2 • Serve as frontline organizers through direct outreach and one-on-one conversations.
- 3 • Assist with onboarding new hires and engaging non-members.
- 4 • Identify and communicate barriers to joining and participation.

5 Members

- 6 • Encourage coworkers to join and remain active.
- 7 • Participate in outreach, events, and organizing efforts.
- 8 • Foster welcoming and inclusive workplaces that support union participation.

9 Executive Board

- 10 • Provide strategic oversight and alignment with the union’s mission and values.
- 11 • Approve resources and budgets necessary to meet organizing goals.
- 12 • Review regular progress reports and support policies that remove barriers to membership.

13 Chapter Leaders

- 14 • Lead local membership drives and steward recruitment.
- 15 • Monitor chapter-level membership and density data.
- 16 • Maintain strong communication between members, staff, and leadership.
- 17 • Organize events and activities that sustain engagement and visibility.

18 **BE IT FINALLY RESOLVED**, that ASEA/AFSCME Local 52 declares that growing our union is
 19 not simply about numbers — it is about building power, protecting our future, strengthening our
 20 contracts, and ensuring that every worker we represent stands shoulder to shoulder in solidarity. We
 21 commit today to leaving this convention not just informed, but activated — ready to organize, ready
 22 to engage, and ready to grow — because when we increase our membership, we increase our power,
 23 and when we increase our power, we win for every member across Alaska.

25 **Main Motion 26-074 (Resolution No. 18)**

26 Moved to place Resolution No. 18 on the floor and seconded.

27 **Main Motion 26-074 passed without objection.**

29 **Main Motion 26-075 (Resolution No. 18)**

30 Moved by Committee to adopt Resolution No. 18 as published.

31 **Amendment 26-075A**

32 Moved by Stephen Warts (Juneau) and seconded.

33 To strike the words “membership from 6,075 to 7,200 members or achieving 85%” from line
 34 20 and add the words “to 85%” after the words “membership
 35 density statewide” on line 20.

36 **“THEREFORE, BE IT RESOLVED**, that ASEA/AFSCME Local 52 commits to
 37 increasing total ~~membership from 6,075 to 7,200 members or achieving 85%~~ membership
 38 density statewide to 85% by December 31, 2027; and”

39 **Amendment 26-075A passed without objection.**

41 **Main Motion 26-075 passed as amended by the Assembly.**

Resolution No. 19 (NW-4)**Committee Recommendation: Adopt as Published**

ASEA stands in solidarity to support and protect Alaska's public employees. We champion fair pay, safe workplaces, democratic values, and the power of organizing—using our collective strengths to build a more just and equitable society that honors public service and uplifts all working families.

THEREFORE, BE IT RESOLVED, that the ASEA Delegate Assembly acknowledges and affirms support for the Mission Statement adopted by the Executive Board on December 12, 2025; and

BE IT FURTHER RESOLVED, that the Mission Statement shall serve as the guiding framework for the organization's strategic planning and priorities.

Main Motion 26-076 (Resolution No. 19)

Moved and seconded to place Resolution No. 19 on the floor.

Main Motion 26-076 passed without objection.

Main Motion 26-077 (Resolution No. 19)

Moved by Committee to adopt Resolution No. 19 as published.

Main Motion 26-077 passed without objection.

Resolution No. 21

THEREFORE, BE IT RESOLVED, that the ASEA Executive Board consider scheduling the next Biennial Convention with convention activities conducted in person, while providing delegates the option to attend convention committee meetings and training activities virtually, where practicable; and

BE IT FURTHER RESOLVED, that the ASEA Executive Board encourages consideration of scheduling the next Biennial Convention during the regular workweek and during regular business hours; and

BE IT FURTHER RESOLVED, that these recommendations are offered with the intent of supporting increased member participation, engagement, and transparency in the ASEA Biennial Convention; and

BE IT FURTHER RESOLVED, that the ASEA Executive Board is encouraged to take these recommendations into account in a manner consistent with the ASEA Constitution, Policies and Procedures, applicable labor agreements, and operational considerations.

Main Motion 26-078 (Resolution No. 21)

Moved and seconded to place Resolution No. 21 on the floor.

Main Motion 26-078 passed without objection.

Main Motion 26-079 (Resolution No. 21)

Moved by Warren Water and seconded to adopt Resolution No. 21

Amendment 26-079A

Moved by Talyah Safir (Midnight Sun), seconded.

To amend by striking lines 24 through 26.

~~“BE IT FURTHER RESOLVED, that the ASEA Executive Board encourages consideration of scheduling the next Biennial Convention during the regular workweek and during regular business hours; and”~~

Amendment 26-079A passed, Yes; 31, No; 19

Amendment 26-079B

Moved by Supanika Ordonez (Juneau), seconded.

To strike 19-39 and insert “Therefore be it resolved that the ASEA Executive Board establish a work group to get feedback on how to improve future biennial conventions.”

Amendment 26-079B Failed

Main Motion 26-079 passed as amended by the Assembly.

Main Motion 26-080 (Conforming Authority)

Moved by Deadra Brown (Anchorage), seconded.

To grant conforming authority to the Secretary to make grammatical changes, correct typos and references.

Main Motion 26-080 passed without objection.

Main Motion 26-081 (Adjournment)

Moved by Cassandra Lynch (Anchorage), seconded.

To adjourn the 20th Biennial Convention 2026.

Main Motion 26-081 passed without objection.

(Whereupon, the 20th Biennial Convention 2026, ASEA/AFSCME Local 52, AFL-CIO adjourned at 10:07 a.m.)