

Discussion Points with the Assembly and Summary of ASEA Tentative Agreement

- Sitka management was notified officially that ASEA had ratified the tentative agreement on August 20, 2019. The Assembly is now asked to approve the tentative agreement so that it can be implemented. Approval is recommended.
- The pay increases to payroll are as follows:
FY2020 2.5%
FY2021 2.5%
FY 2022 2.5%
- The cumulative increase for FY 2020 equals 2.5%, which includes the payroll costs on top of the actual hourly wage increase. In the fiscal year 2020 budget, the Assembly has already approved 2.5% increase to personnel costs. Consequently, no additional funds are required to implement this increase
- The cumulative increase for FY 2021 is 5.06% and for FY 2022 is 7.69%. Total cost of the 3-year agreement is 7.69%.
- The only other monetary terms affected were increases to the standby pay and shift differential premiums of fifty cents per hour (see below Article 18).

The following Articles were modified or updated in the new Agreement. If the Article did not change, it is so noted below.

ARTICLE	CHANGES
Article 1 - Recognition	No change
Article 2 - Union Representation and Activities	No change
Article 3 – Union Security	Modified to reflect the change in the law after the <i>Janus</i> case from the US Supreme Court that prohibits union membership as a job requirement
Article 4 – Management Rights	Update layoff language consistent with changes in Article 17
Article 5 – No Strike No Lockout	No change
Article 6 – Non-Discrimination	Added new language to promote a respectful, professional, and courteous workplace for all
Article 7 – Labor Management Committee	No change
Article 8 – Personnel Files	No change
Article 9 – Vacancies	No change
Article 10 – Discipline and Discharge; Resignation	No change

Article 11 – Probationary Periods	No change
Article 12 – Grievance Arbitration	Modified to clarify and update a few of the grievance and arbitration procedures and to eliminate provisions not being used by the Union or Sitka
Article 13 – Personnel Policies	Updated language to reflect the anticipated implementation of an Updated Personnel Policy Handbook during the life of the Agreement
Article 14 – Safety and Health	Added language clarifying that the safety policies and rules of the Employer also need to be followed
Article 15 – Occupational Health	No change
Article 16 - Drug-Free and Alcohol-Free Workplace	Updated to include marijuana
Article 17 – Layoff	Clarified and updated bumping procedures in the event of a layoff
Article 18 – Hours of Work, Overtime, Premium Pay, Shifts and Breaks	No change except in the following Sections Standby Pay - Increase from \$3.50 to \$4.00 an hour Shift Differential -Increase swing differential from \$1.00 to \$1.50 Increase grave differential from \$1.50 to \$2.00
Article 19 – Holidays	No change
Article 20 – Time Off	Update accrual chart to reflect actual practice of crediting accrual on a by-weekly basis
Article 21 – Travel	No change
Article 22 – Work Out of Job Classification	No change
Article 23 – Wages	2.5% increase July 1, 2019 2.5% increase July 1, 2020 2.5% increase July 1, 2021
Article 24 – Health Insurance	Removed reference to maintaining benefits equal to or greater than those in place prior to July 2009
Article 25 – Retirement	No change
Article 26 – Education Reimbursement	No change
Article 27 – Contracting Out	No change
Article 28 – Savings Clause	No change
Article 29 – Zipper Clause	No change
Article 30 – Duration	July 1, 2019 to June 30, 2022