

Dear CEA Member,

This document is a summary of gains and losses in the contract as agreed between your negotiators and State of Alaska leadership. Negotiators were able to get many benefits built into the contract or strengthened, most notably COLA increases over all three years, increased promotional steps, health and safety language, greatly strengthened processes for communicating with the State, and a protocol for holding supervisors accountable for missed evaluations.



Negotiations are always a series of compromises, but your team spent more than six months preparing in order to be able to put forward contract language that best represents your needs in the present while caring for the future of CEA. We are satisfied that the tentative agreement reached May 6, 2022, represents the best deal that could have been negotiated for CEA at this time.

If an article is not mentioned in the tables below, it has not been changed.

Your negotiating team is very proud of the work done to create such a beneficial contract. Please feel free to reach out to any of us in order to better understand the changes that have been made and what they may mean for you.

2021-2022 CEA Negotiators:

Danelle Beck, Angel Collins, Kasey Catalioto, Paul Affatato, Stephen Courtright (APEA),
Annie Knight (APEA)

Gains

Article	Article Title	Remarks
2	Nondiscrimination	Expands list of protected categories; civility clause strengthened to require notification to CEA upon conclusion of investigation
7	Working Rules	7.3: straight time may be earned as 1:1 comp time 7.5: part-time employees are guaranteed prorated relief breaks 7.6: floating holiday corrected to 8 hours, process for working on holiday clarified 7.15: clarification that incidental flex may be used for educational purposes
8	Leave	8.4: management may not cancel leave without valid business reason, mandatory annual leave not taken will be cashed out rather than canceled 8.7: broaden definitions of family for bereavement leave, allow use of donated leave

		8.10: leave may be donated for bereavement leave
10	Health and Safety	<p>10.1.A: employees may refuse to work in unsafe working conditions so long as they report the condition in writing</p> <p>10.1.B: establishes grievability for discipline pursuant to 10.1.A</p> <p>10.1.C: obligates the State to provide clean, safe workspaces free from obstructions and to provide appropriate PPE when directed by ADA/OSHA/CDC/State Medical Officer</p> <p>10.2: establishes a Safety Labor Management Committee to address any and all health and safety concerns in the workplace</p>
11	Labor-Management Committee	<p>11.3: requests to meet must receive response within five business days</p> <p>11.4: time spent in meetings not charged to leave or considered overtime</p> <p>11.5: good faith conduct and LMC best practices language</p> <p>11.6: restores former contract language calling for LMC training</p> <p>11.8: Communication LMC created in response to 2021 Unfair Labor Practice settlement</p> <p>11.10: Safety LMC reference added (committee created in Article 10)</p>
13	Wages	<p>13.1: 3%/2.5%/5% increases to wage scales effective July 1 2022, 2023, 2024</p> <p>13.4: Increased regular standby to 2 hours, added RDO standby for 3 hours, and holiday for 4 hours</p> <p>13.5: MAD/PID, status, and step remain unchanged if reallocated in same range</p> <p>13.8.A: frozen pay promotion = 3 step increase</p> <p>13.8.B: 50% or more to next step + promotion = 4 step increase</p> <p>13.8.C: <50% to next step + promotion = 3 step increase</p> <p>13.9: acting status earns higher pay at 10 days, any employee in acting status or temp upgrade can receive month for month credit towards probation upon promotion to job class the employee acted in (max of 50% of probation)</p> <p>13.11: penalty pay notice in writing (not Employer forms), extended to three business days</p> <p>13.12.A: involuntary demotion must be for just cause and explained in writing</p> <p>13.12.B: voluntary demotion maintains MAD/PID</p> <p>13.12.C: downward motion to unrelated job class retains step placement, PID remains the same</p> <p>13.15: AMHS Dispatchers receive one additional step</p>
18	Performance Evaluations and Probationary Periods	<p>18.1.D: evals 6+ months late may result in complaint to 1st level supervisor outside of CEA</p> <p>18.6.C: probation extensions require an LOA or standardized form</p>

		18.6.F: permanent employees who move between job classes retain permanent status and have MAD/PID forwarded if they fail probation in the new class 18.6.E: employees returning from layoff will receive credit for time towards MAD/PID
19	Training	CEA may allow more than 10 working days of training leave of absence, LWOP may be used for educational pursuits
20	Recruitment and Appointments	20.1: merit principles clarified 20.3: transfer/re-hire candidates may be hired for vacancies 20.6: protect status, step, MAD/PID upon reclass, possible new probation 20.8: CEA spouses given out of order layoff rights if reassignment means relocation

Losses

Article	Article Title	Remarks
18	Performance Evaluations and Probationary Periods	18.3.B: merit increases require an “acceptable” or better eval

Neutral

Article	Article Title	Remarks
1	Recognition	Language updates and clarifications
3	CEA Security	Allow president’s designee to notify DOPLR of changes to dues practices
5	Parking	Modernize language
7	Working Rules	7.9: clarify termination pay practices 7.10: incorporate bi-weekly pay
8	Leave	8.1: incorporate bi-weekly accrual rates
11	Labor-Management Committee	11.1: clarifying language (one LMC for general purposes, several LMCs constituted by CBA for specific purposes) 11.2: clarifies committee membership and CEA obligation to publicize discussions upon member request 11.7: Performance Evaluation LMC will continue to exist 11.9: Training LMC reference added (LMC previously existed and meets frequently)
13	Wages	13.3: language clarification and simplification 13.4: more detail added to standby pay protocols 13.5: employees assigned or reallocated to lower range between steps will be paid at lower step until MAD/PID 13.11: termination penalty pay language incorporated 13.13: lateral movement language cleaned up
14	Insurance	14.1: remove irrelevant language

17	Unit Responsibilities and Disciplinary Actions	A: Employer will notify employee and CEA president <i>or</i> designee
18	Performance Evaluations and Probationary Periods	18.1.B: annual evals on same date per agency 18.3.D: language consistency 18.6: rewrites to match practice
19	Training	Correct training time to reflect days rather than hours, refer to LMC language elsewhere
20	Recruitment and Appointments	20.4/5: rehire and transfer may occur with or without application or examination of other candidates
21	Layoff	21.5: unsuccessful probation returns employee to layoff list
22	Legal Trust	Clarify availability of Trust to all in bargaining unit
26	Publication of this Agreement	Updated to match current practices: CBA available on DOPLR website, CEA ensures membership has access
27	Implementation of this Agreement	Complete rewrite, same intent
28	Term of the Agreement	Update dates, remove text that repeats intent of Article 27
Appendix A	Geographic Differentials	Change "Barrow" to "Utqiagvik"

