

Summary of Changes in the Alaska Correctional Officers Association 7/1/21 – 6/30/24 Collective Bargaining Agreement

This simplified summary is prepared by management and intended only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement. Non-substantive changes to cleanup language are omitted.

Pay and Leave:

ARTICLE	CHANGE
13.2(D)	Daily overtime now provided for those on 84-hour schedule. COs will receive daily overtime for all hours worked beyond 12 in a 24-hour period, provided they have worked more than 13 hours in a 24-hour period.
13.11	Clarifications on compensatory time: The compensatory time leave bank is separate and compensatory time may not be donated.
20.7	Injury leave is replaced by employer-paid administrative leave for injury. This leave is for qualifying workers' compensation absences, and is extended to up to 12 months from the date of initial illness/injury. Workers' Compensation received by the employee must be remitted to DOC.
21.1	Cost-of-living adjustments (raises) will be 3% on 7/1/21 followed by 3% on 7/1/22.
21.14	Clarification that deadline to pay pay shortages is 15 business days after verification.
20.8	Increases recruitment incentive leave from two payments of 20 hours of personal leave, to two payments of 30 hours of personal leave.

Work Rules (not affecting pay):

ARTICLE	CHANGE
3.2	Article subsection 3.2 (authorization of deduction of union dues) will be submitted to a single-issue interest arbitration. The existing CBA language in subsection 3.2 will continue in effect unless and until different language is awarded by an arbitrator.
13.2(G)	Provides new procedures for placing shifts on straight-day or straight-night schedules.
14	Provides that a rebuttal is the sole means of contesting an evaluation that does not affect a pay step or pay increment. Notes that the employer intends to transition to evaluating all bargaining unit members at the same time annually.
16.4	Formalizes extensions of time to file or respond to grievances.

24.4(A)	Clarifies fitness for duty testing provisions are not limited to permanent employees.
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Benefits:

ARTICLE	CHANGE
17.3	Health insurance premiums contributions from employees will continue to be set for each calendar year for 2021, 2022, 2023, and 2024.