

# Summary of Changes to the ASEA (GGU) – State of Alaska 2025-2028 Collective Bargaining Agreement

Article	Change
All Applicable	Housekeeping revisions – Removal of Labor Relations from Division of Personnel and Labor Relations and where applicable replaced by Department of Law or Attorney General or designee or Division of Finance.
7(I)	New – Adds requirement of representatives with decision making authority be present at Labor-Management Committee meetings.
9.01	New – Long term nonpermanent employees covered by the CBA can be appointed using the Advanced Step Placement policy and procedure. New – Employees eligible for rehire rights under Article 11.06 can be appointed to long term nonpermanent positions using those rehire rights.
9.03(B)	New – Change to provide preference to the incumbent of a LTNP position to be appointed upon conversion to permanent position. These preferences are similar to rehire rights and transfer rights.
10.01(G)	Housekeeping revisions – Reword to reference Appendix C instead of Personnel Memorandum 00.3.
11.02(A)(3)	New – Time spent in acting status shall be credited towards probationary status if the previously acting member is appointed to probationary status in the same classification performing similar duties without a break in employment.
11.02(D)	Clarified – Return rights shall be limited to the geographic locations of the positions the employee was promoted or non-retained.
11.05	Permanent and probationary employees holding multiple seasonal positions will be treated in accordance with Appendix G.
11.06	Revised – Rehire rights extended from two (2) years to five (5) years.
15.01(F)(2) & (3)	Housekeeping revisions – Courtesy copies of complaints sent to the Employee Relations and the Division of Personnel Director's Office email addresses.
16.01(B)	Revised – Extends initial grievance filing to twenty (20) working days.
16.01(I)(1-3)	Revised – Extends step one grievance filing timeline to twenty (20) working days. Grievance filing should be submitted to the Attorney General or their designee. Extension also applies for Notice of Pay Problem (NOPP) grievances.
16.03(B)	Clarifies that an arbitrator shall have no power to modify a penalty or management action unless the penalty or action was a contractual violation.
18.01(A)(1)	Update – Removal of “permanent employees...shall receive written evaluations on their merit anniversary dates.”
18.01(A)(2)	Revised – Language adjusted to account for annual evaluation launches versus evaluations on merit anniversary or pay increment dates. Clarification on how probationary employees receive feedback from supervisors in addition to the mid-probationary and end of probation evaluations.
18.02	Clarifies that pay increment dates will be forwarded two (2) years if a performance incentive is not granted.
19.03(B)	Effective July 1, 2025, the Employer contribution to the ASEA Health Benefits Trust will be \$1879.00 per eligible employee per month. Effective July 1, 2026, the Employer contribution will be \$2031.26. Effective July 1, 2027, the Employer contribution will be \$2194.50.
19.03(C)	Adds LOA 02GG116 and reference to the April 23, 2025 Memorandum of Understanding establishing the Health Trust and clarifying procedures between the State of Alaska and the Health Trust.
19.03(H)	New – The Employer and the Health Trust shall meet within sixty (60) days of signing the CBA to address issues of mutual concern. Afterwards, the parties shall meet quarterly or as needed.

<b>Article</b>	<b>Change</b>
21.01(A-C)	Wage schedule tables will be removed from CBA and remain available through Division of Finance website.
21.02(A-C)	Effective July 1 of 2025, 2026, and 2027, wages shall be adjusted based on the changes for the 2023 calendar year compared to the prior calendar year of the US Department of Labor Consumer Price Index (CPI-U) for Anchorage.
21.02(D)	Effective July 1, 2025, the wages in effect on June 30, 2025, will increase by an additional 1.75% for a total of 3%.
21.02(E)	Effective July 1, 2026, the wages in effect on June 30, 2026, will increase by an additional 0.5% for a total of 3%.
21.02(F)	Effective July 1, 2027, the wages in effect on June 30, 2027, will increase by an amount not the exceed a total of 5%.
21.02(G)	Effective July 1, 2025, all permanent full-time employees employed on July 1, 2025, will receive a one-time lump sum payment of \$2500.00 minus mandatory deductions.
21.02(H)	Effective July 1, 2026, all permanent full-time employees employed on July 1, 2026, will receive a one-time lump sum payment of \$2000.00 minus mandatory deductions.
21.03	Geographic differentials previously established via LOA are incorporated into the sub article: Kipnuk, Lower Kalskag, Toksook, and Upper Kalskag, all at fifty percent (50%).
21.03(C)(4)(a)	Removal – Removal of “In an emergency...” provision.
21.03(C)(4)(d)	Removal – Removal of establishment of Labor-Management Committee to address pay inequities. New – Add reference to acting status credit.
21.06 (B)	Revised – Rehire rights extended from two (2) years to (5) years.
21.07(A)(1-2)	Revised – Add all checks “USPS postmarked” shall be considered timely.
21.07(A)(3)	Revised – Increases penalty pay maximum for single claim to \$600.00. Clarified that penalty pay is not due for pay shortages that are the result of incorrectly completed timesheets, late timesheets, incomplete timesheets, or illegible timesheets.
21.07(C)(1-2)	Revised - Extends NOPP filing timeline to twenty (20) working days. Extends Employer response to twenty (20) working days.
21.07(C)(3)	New – The Employer and Union will convene a Labor-Management Committee within sixty (60) days of the effective date of the contract to address ongoing employee concerns regarding payment issues.
22.01	Revised – Adds the provisions of Article 27 can be utilized to establish an alternate workweek.
22.02	Revised – Lowers hours threshold from forty-five (45) to forty-two (42) hours for flextime credit eligibility.
22.03	Revised the number of productive hours over the applicable biweekly pay period will not be reduced when using incidental flextime.
22.12	New – FLSA overtime eligible bargaining unit members may accrue compensatory (comp) time in lieu of overtime if agreed to between the supervisor and employee.
22.14	Incorporate LOA 23GG033 for Certified Nurse Aide (CNA) and Assisted Living Aids at the Pioneer Homes.
24.01	Revised – Addition of June 19, Juneteenth, as a paid holiday.
24.03	Added ability to float holiday for overtime ineligible full time BU members.
25.03	Clarification that donated leave cannot be used to create an entitlement to an absence or used to extend employment beyond legally protected leave entitlements

<b>Article</b>	<b>Change</b>
25.03(D)(3)	Revised – Increase of maximum donated leave amount to a recipient from 300 to 480 during the life of the contract.
26.01(C)	Removed – Removal of leave cash value calculation for employees hired on or after July 1, 2013.
26.07	Revised – Seasonal bargaining unit members will be allowed to cash-in their full personal leave balance.
26.08(A)	Bifurcate withdrawal and transfer of leave.
26.09	Clarification that donated leave cannot be used to create an entitlement to an absence or used to extend employment beyond legally protected leave entitlements.
26.09(C)	Revised – Increase of maximum donated leave amount to a recipient from 300 to 480 during the life of the contract.
26.13(C)(1)	Revised – Change from Division of Personnel and Labor Relations to Division of Finance.
27(C)	Incorporate AWW identified in Appendix J agreed upon between Division Director or designee and employee.
30.02(B)	Housekeeping - Involuntary transfers enter the grievance procedure at step three to step two.
33.04	Housekeeping - For purposes of this Article grievance filings should be initiated at step two.
42	Revised – Change of contract years to align with 2025-2028 agreement.
Appendix F	Reformatting - Incorporating language of current LOA,
Appendix G	Replace current appendix with the incorporation of LOA 23GG324 regarding employees holding multiple seasonal positions.
Appendix H	Update classification names and addition of new classifications added to the flexibly staffed options.
Appendix I	Updated to remove employees no longer on pay rate overrides.
Appendix J	Incorporate Alternate workweek LOAs.
Appendix K	New – Incentive pay for Department of Natural Resources Wildland Fire and Forestry job classifications to be in effect until the implementation of a classification study covering the Wildland Fire & Resource Technician and Wildland Forestry Technician classifications.
Memorandum of Understanding	New – Terms and conditions regarding temporary supplementation of workforce during a declared emergency if such event occurs between July 1, 2025, and November 30, 2026.