

Summary of Changes to the Local 71 (LTC) 2024-2027 Collective Bargaining Agreement

Article	Change
4.01	Revised – When the Employer is seeking candidates for a newly posted job position, the Union will have three days to refer applicants prior to the Employer posting the position on Workplace Alaska. While the position is posted on Workplace Alaska, the Union may continue to refer applicants.
4.02	New – After 3 days, the Employer may utilize Workplace Alaska for recruitment and will give priority first to Union referred candidates, then State employees, followed by Alaska residents, and finally out of state applicants.
4.03	Revised – Appointment of non-permanent and rehire eligible employees without the recruitment and referral process.
4.05	Revised – Preferential categories to include state/local preference, special skills and abilities, and veterans.
4.06	Revised – If an applicant is referred by the Union and rejected, the Union will not refer applicant again until they have attained the necessary qualifications provided the Employer informed the Union of the applicant’s failure to meet minimum qualifications
4.06	Original Article 4.06 removed and absorbed in part into new Article 4.02.
4.07	New – The State and Union agree to promote State employment to the general public.
4.08	New – The Employer has the right to advertise employment opportunities by any means it deems likely to attract qualified candidates.
5.01	New – Requiring employees to clearly mark steward time on timesheets to trigger protections.
7.01	Revised – Limiting the ability to refuse to cross picket lines
7.02	Revised – Provisions of Article 7.02 do not apply to Class One or Two employees.
8.01	Revised – Minimum suspension length for CDL holders who test positive for drugs or alcohol lowered to thirty (30) days. New – If suspended employee fails to complete the requirements to return to work, the employee shall be placed on unauthorized leave without pay until the requirements are met. If requirement are not met within ninety (90) calendar days of the beginning of the suspension, the Employer reserved the right to administratively separate the employee.
8.03	Revised – Separating resignation from state service and transferring from a position within state service. New – Notice requirements when transferring within state service.
12.01	New – Indemnification clause.
13.02(A)	New – Provides for COLA of up to 5% each fiscal year of the contract based upon the State’s bracket system and the Consumer Price Index for All Urban Consumers (CPI-U) for Anchorage. Merit Increase table will be replaced
13.02(B) & (C)	New – In addition to COLA increases, wage grades 61 through 55 will receive a two-step increase and wage grades 54 through 49 will receive a three-step increase. Steps A and B will be removed from WG 61 through 55 and remaining steps will be retitled. Steps A through C will be removed from WG 54 through 49 and remaining merit steps will be retitled.
13.02(E) & (F)	Revised – Upon appointment (including demotion and promotion) the first day following the probationary period will constitute the employee’s increment anniversary date. Upon promotion employee will be placed at one step above step prior to promotion.
13.02(G)	Revised – Rehire period extended to five years.

Article	Change
13.05	Revised – Subsistence steps reflect hourly rate.
13.08	New – Extend rehire rights to non-permanent appointments. New – Non-permanent appointments who are retired do not receive the in lieu of benefits payments
18.04(A) & (B)	Housekeeping revisions.
19.04	Housekeeping/Revised – All leave cash-in requests must be submitted directly to Payroll Services via email and will not be processed if submitted in any other format.
22	Revised – Removal of employees in leave without pay (LWOP) status maintaining their seniority day if in LWOP status for less than thirty (30) days. Removal of seniority date adjustment if employee is in LWOP status for more than thirty (30) days.
22.01	Housekeeping revisions.
22.02	If Employer determines that one or more of the three most senior applicants for duty station promotion is not qualified or competent the Employer can utilize the general recruitment provisions per Article 4
New 22.04	New – Provides rehire rights up to 5 years.
23.01	No increase in health insurance contributions made by the State.
23.03	Housekeeping/Revised – Clarifies the actuarial analysis of the Health Trust should be provided to the Director of the Division of Personnel and Labor Relations.
29.01 & 29.04	Revised – Changes dates to reflect the new term of the agreement.