

Submitted by: ASSEMBLY MEMBER STARR  
Reviewed by: Department of Law  
For Reading: October 22, 2013

**ANCHORAGE, ALASKA  
AR NO. 2013-276**

**A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY ESTABLISHING  
MUNICIPAL POLICY GUIDELINES AND DIRECTION FOR COLLECTIVE BARGAINING  
AND CONTRACT NEGOTIATIONS.**

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WHEREAS, AMC 3.70.090D.1 requires the Assembly to set general labor relations policy and directions for contract negotiations; and

WHEREAS, seven of nine Municipal bargained labor agreements expire in 2013; and

WHEREAS, significant changes in Federal health care legislation including the Affordable Health Care Act utilizing health plan exchanges have occurred; and

WHEREAS, the State of Alaska recognizes the value of three year term contracts as approved under the Public Employment Relations Act; and

WHEREAS, the parties to collective bargaining benefit from direction from the Assembly regarding its priorities and expectations; and

NOW, THEREFORE, the Anchorage Assembly resolves that in all labor negotiations with the Municipality's union represented workforce, the Municipality is expected by the Assembly to negotiate provisions meeting these objectives:

1. The term of any new collective bargaining agreement shall not exceed three years in duration. Contract extensions of current contracts shall not exceed one year beyond expiration of the current contract term and shall incorporate all guidance in this resolution.
2. The sum yearly contract cost increase proposed (inclusive of wages, benefits, and other negotiated terms) in the bargained agreement shall not exceed the sum yearly average Anchorage Consumer Price Index (CPI U) of the previous 3 years.
3. Effective December 31<sup>st</sup>, 2014 collective bargaining agreements shall only provide or adopt health plans as offered in conjunction with the Affordable Health Care Act. Employer monetary contributions for the eligible employee, as specified in contract, shall not exceed 100% of the selected plan cost. Employer contributions for eligible employee dependants shall not exceed 25% of any additional premium costs required for dependant coverage.
4. Service Recognition (under section 3.30.127E) shall continue as determined by AMC 3.30 for the respective bargaining agreement currently in-force prior to negotiation of a new collective bargaining agreement.

5. Performance or Pay Enhancement Incentive Programs shall not continue beyond current agreements and/or existing contracts. The Administration is not authorized to continue these programs however called (Performance Incentive Program-AMEA, Performance Pay Incentive-APDEA, Performance Incentive Pay-IAFF, Performance Step Program-IUOE, et al) to newly negotiated contracts or contract extensions. Pay increases and step rate changes shall be clearly shown and easily determined through adopted contract language and appropriate wage and step data tables.
6. Contracts presented to the Assembly for approval shall be accompanied by a Summary of Economic Effects in accordance with AMC 3.70.090D.3.b. This shall be in a form that provides per year and total contract fiscal effects.
7. The Municipality shall divest (terminate) it's role and responsibility for collection of union membership dues, fee's, and other costs associated with the operation of Municipality recognized unions effective the starting date of all new contracts.
8. Contracts presented to the Assembly for approval shall provide clear language on the allowance and restrictions of outsourcing.
9. Contracts shall be presented to the Assembly for action in final form and with adequate time so as to allow a minimum of two public hearings on said contract prior to Assembly action.

PASSED AND APPROVED by the Anchorage Assembly this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
Chair

ATTEST:

\_\_\_\_\_  
Municipal Clerk