



# MUNICIPALITY OF ANCHORAGE

## ASSEMBLY MEMORANDUM

No. AM 657-2013

Meeting Date: November 19, 2013

**FROM: MAYOR**

**SUBJECT: A RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND PUBLIC EMPLOYEES, LOCAL 71.**

The Municipality of Anchorage (MOA) and Public Employees, Local 71 (L71) reached tentative agreement on a Collective Bargaining Agreement (CBA) which was subsequently ratified by the L71 membership on October 19, 2013. The new agreement contains economic changes as well as significant language changes consistent with the MOA's policy toward standardization and with the general direction established by the Assembly. The following are key provisions of the agreement:

- The CBA term expires June 30, 2015. The time frame is consistent with plans to change the cycle of multiple CBA's expiring on the same date.
- Effective the first full pay period on or after January 1, 2014 the hourly wage rates will increase 1.5% and effective the first full pay period on or after January 1, 2015 the hourly wage rates will increase 1.5%.
- The Performance Step Program is eliminated for employees hired on or after July 1, 2013.
- Effective the first of the month following Assembly approval, the monthly MOA medical contribution to the Union's Health Insurance Trust will be increased from \$1,375.00 to \$1,450.00 for each eligible employee. Effective July 1, 2014, the monthly MOA medical contribution for each eligible employee to the Union's Health Insurance Trust will be increased by the change in the Anchorage Medical CPI-U for 2013 capped at 10%.
- New language allowing lay offs due to managed competition was inserted with a provision of 40 hours pay per year of service capped at 400 hours for employees laid off due to managed competition. Prior language allowed no lay offs due to outsourcing.
- Seward's Day was added as a holiday and the personal holiday was capped at 8 hours regardless of the scheduled shift.
- Super holidays were eliminated.
- Leaves of Absence without pay were consolidated and reduced to a maximum of six (6) during a twelve (12) month period with appropriate approval.
- Changes consistent with the new operating system were incorporated into the language.
- Article 3 on Hiring, Promotion and Demotion was reorganized for a better flow and modified for consistency with Municipal Code.
- Language on call out, wait time and on call was clarified and consolidated from several sections.

**THE ADMINISTRATION RECOMMENDS APPROVAL OF THIS RESOLUTION**

Prepared by: Herbert Wilden, Director Labor Relations  
Approved by: Nancy Usera, Director Employee Relations  
Concur: Lucinda Mahoney, CFO  
Concur: Dennis A. Wheeler, Municipal Attorney  
Concur: George J. Vakalis, Municipal Manager  
Respectfully submitted: Daniel A. Sullivan, Mayor