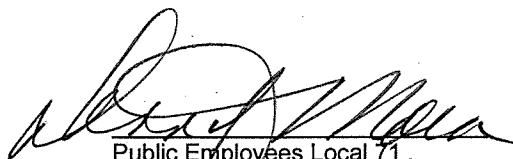



PUBLIC EMPLOYEES, LOCAL 71

9:40 AM

ARTICLE 1
PREAMBLE

This Agreement is made and entered into by and between the Municipality of Anchorage, hereinafter referred to as the "Municipality" or "MOA" and the Public Employees, Local 71, hereinafter referred to as the "Union."


Public Employees Local 71
4/9/13



MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

9:41 AM

ARTICLE 2
GENERAL PROVISIONS


Public Employees Local 71
8/9/13

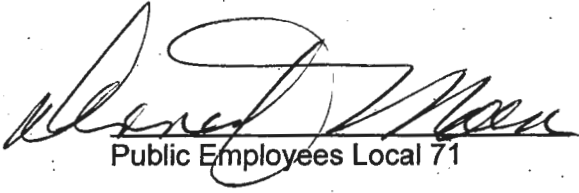

MOA
4/9/13

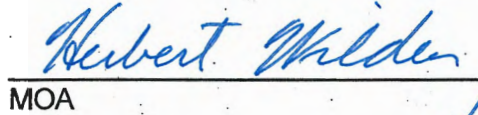
4/23/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.1 Purposes of Agreement

The purpose of this Agreement is to set forth the negotiated wages, hours and other terms and conditions of employment for Union represented employees, to promote the settlement of labor disagreements by conference, to provide for the resolution of unsettled grievances under this Agreement by binding arbitration, to prevent strikes, voluntary unauthorized work disruptions and lockouts, to eliminate avoidable delays and excessive or unnecessary costs and expenses, and generally to encourage a spirit of helpful cooperation between the MOA and its employees and the Union to their mutual benefit.


Public Employees Local 71


MOA

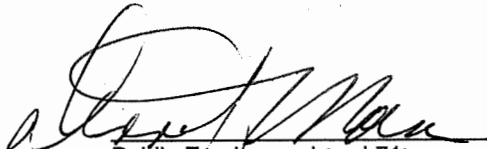
4/23/13


@ 10:55

9:45 AM

Article 2.2 Scope of Agreement

This Agreement shall cover all facilities operated by the MOA during the term of this Agreement or any extension thereof using Union represented MOA employees and all operations and work conducted during the term of this Agreement or any extension thereof by Union represented employees of the MOA.

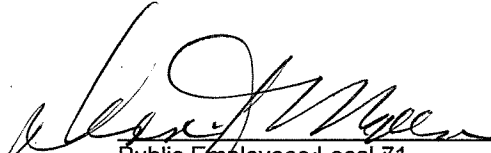

Public Employees Local 71
4/9/13



MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

9:44 am

Article 2.3 Definitions


Public Employees Local 71
4/9/13


MOA
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4/23/13

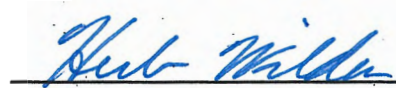
PUBLIC EMPLOYEES, LOCAL 71

Article TBD Was 2.3.9

Anniversary Date

Anniversary date means the day of the month following completion of the probationary period. The anniversary date will be advanced by the number of calendar days that total leave without pay exceeds thirty (30) days during the year.


Public Employees Local 71

 4/23/19
MOA 1427

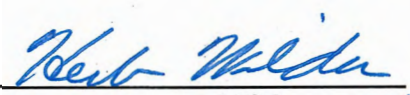
PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.2 **Appointment**

~~The act of designating a fully qualified person to fill a specific vacant position on a temporary basis.~~

Appointment means those methods by which a person is designated to fill a specific vacant position.


Public Employees Local 71

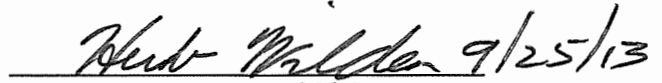

MOA 4/23/13
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PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.3 ~~Assignment~~

~~The act of designating a person to perform the job functions of a specific position on a temporary basis, not to exceed six (6) months unless mutually agreed to by the MOA and the Union. A temporary assignment is made when an employee, although not fully qualified, may be assigned some duties of a higher level position.~~


Public Employees Local 71
9/25/13
11:34

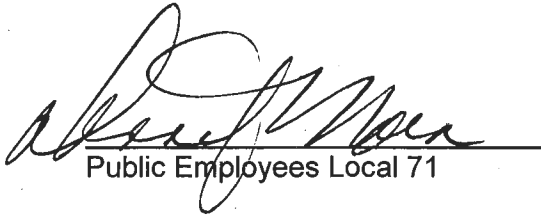

MOA 9/25/13
11:37

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.4 Call Out

~~When an employee has completed his regularly scheduled shift and is called out to perform additional work, or when the employee is required to work additional hours that have not been scheduled by the MOA at least one-half (1/2) hour prior to the end of the employee's regular shift. Contiguous work beyond the end of a regularly scheduled shift is not considered a call out.~~

When an employee is called into work to perform additional unscheduled and unanticipated work after they have completed their regularly scheduled shift on a work day.



Public Employees Local 71


MOA

4/23/13
11:55

Deleted and incorporated into 5.9

H. Welden 6/21/13
11:21


6/21/13
11:21

PUBLIC EMPLOYEES, LOCAL 71

9:44 AM

Article 2.3.5 Department

The term "department" shall mean the departments listed in AMC 3.20. A department may also be called an "agency."


Public Employees Local 71
4/9/13


MOA
4/9/13

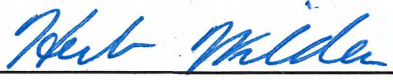
PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.6 Director

As used in this Agreement, "Director" shall mean the Director of Employee Relations.

As used in this Agreement, "Director" shall mean the Director of Employee Relations or designee.


Public Employees Local 71

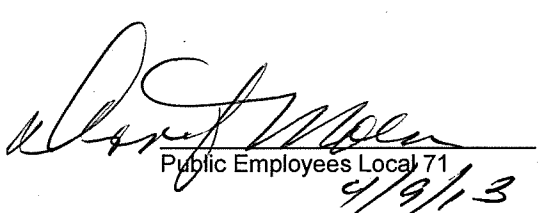

MOA
4/23/13
10:56

PUBLIC EMPLOYEES, LOCAL 71

4:45

Article 2.3.7 Division

As used in this Agreement "division" shall mean the next largest sub-unit within a department, which is identified as such on the official organization chart of the department.


Public Employees Local 71

4/9/13

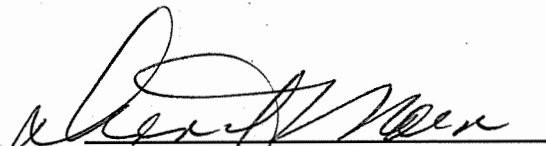

MOA

4/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.8 Emergency or Emergency Situation

If not otherwise defined in the ~~Article~~ ^{MOA} ~~this Agreement or Municipal law~~, in which the term is used, "emergency" or "emergency situation" shall mean include a natural disaster, act of violence, or an occurrence, event or situation which causes or has the immediate potential for causing death or serious injury to persons or destruction or significant damage to property or the physical environment to such an extent that extraordinary actions should be taken to insure the public safety and welfare or protect property or the physical environment.


Public Employees Local 71

5/29/13

15:35


MOA

5/29/13
15:25

PUBLIC EMPLOYEES, LOCAL 71

9:46 AM

Article 2.3.9 Full-Time Employee

An employee normally scheduled to work forty (40) hours during the work week.


Public Employees Local 71
4/9/13

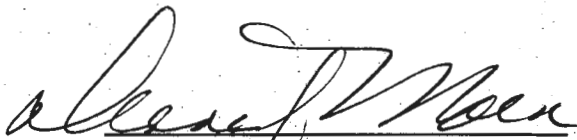

MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.10 Immediate Family

~~As used in this Agreement, "immediate family" shall mean the employee's spouse, children, mother, father, mother-in-law, father-in-law, brothers or sisters, step father, step mother, step brother and sister, step children, and grandparents. It also includes other family members who reside permanently with the employee and same sex domestic partners as defined by the MOA.~~

Except as defined in Federal, State or Municipal laws, in this Agreement, "immediate family" shall mean the employee's spouse, child, mother, father, mother-in-law, father-in-law, brother, sister, grandmother, grandfather, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or step-relationship for those family members listed above, person for whom the employee has been appointed as legal guardian, same sex domestic partner as defined by the MOA, or other family members who reside permanently with the employee. Child means the employee's biological, adopted, or foster child, stepchild, or legal ward.



Public Employees Local 71

14:10
5/21/13



MOA

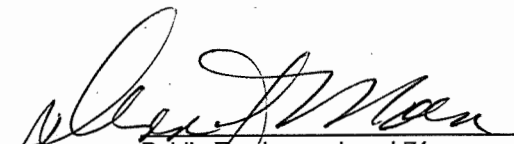
14:10
5/21/13


PUBLIC EMPLOYEES, LOCAL 71

9:50

Article 2.3.11 Night Shift

A shift in which the majority of hours fall between 11:00 p.m. and ends at 7:00 a.m.

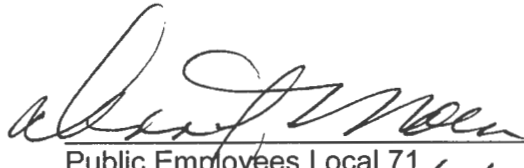

Public Employees Local 71
4/9/13


MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.12 On Call Stand By

~~When an Employee status when required to be must remain available to be called out to work on such short notice as is specified in work rules of the department, division or section if the need arises.~~


Public Employees Local 71
7/9/13
14:32

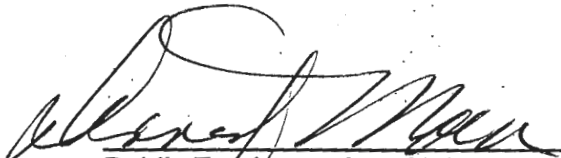

MOA
7/9/13
14:32

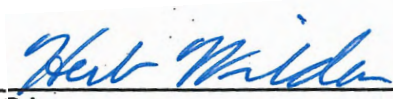
4/23/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.13 Probation

Status of an employee for a period of ~~1040 worked hours~~ one hundred eighty (180) calendar days worked following the date of initial hire or initial employment in a different classification.


Public Employees Local 71

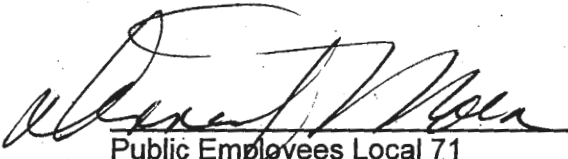
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MOA
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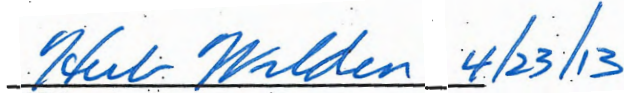
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PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.14 Seasonal Employee

Seasonal Employees perform work for a period of time, generally not to exceed six (6) months in seasonal duration with an option to extend up to two (2) months upon notification to the union. Seasonal Employees perform work associated with the events of a particular season of the year and that work consistently reoccurs year after year. Seasonal employees will be utilized to augment the workforce whenever the work load temporarily creates a requirement for additional help, or in the event of an emergency or unanticipated situation, or to relieve regular employees during absences.


Public Employees Local 71


MOA 4/23/13
1429

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.15 Section

"Section" as used in this Agreement shall mean a subdivision of a division, as shown on the official organization chart of the department, which contains at least two (2) work units.


Public Employees Local 71
4/9/13

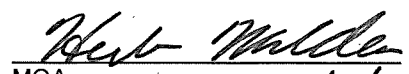

MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.16 Swing Shift

A shift in which the majority of hours fall between 3:00 p.m. and 11:00 p.m.

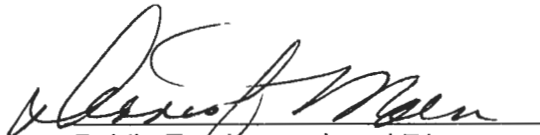

Public Employees Local 71
4/9/13

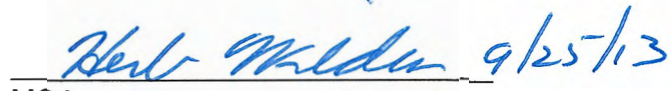

MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

~~Article 2.3.17 Transfer~~

~~"Transfer" means a lateral movement of a regular employee from one position to another position in the same, a different, or a parallel class at the same range, without any break in service. Appointment of a seasonal employee to a regular position in the same, different or a parallel class is not a transfer.~~

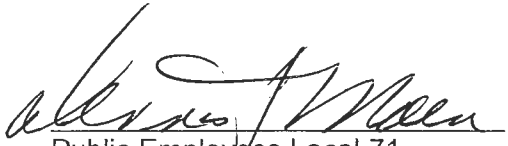

Public Employees Local 71
9/25/13
13:49



MOA
9/25/13
13:49

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.18 ~~Wait Time~~

~~Status of an employee when commencement or continuation of work has been delayed by order of the MOA and the employee has been ordered to remain available and ready to commence or continue work.~~


Public Employees Local 71
9:46 7/24/13

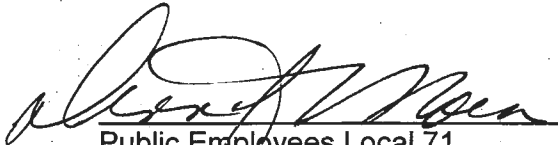

MOA
7/24/13
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PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.19 Work Day

A ^{Hour} period of twenty-four (24) period hours commencing at midnight and ending at midnight during which an employee is scheduled to work.


Public Employees Local 71
6/24/13
11:40


MOA
6/25/13
11:40

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.20 Work Unit

"Work unit" as used in this Agreement shall mean a separately identifiable group of employees within a section that work together as a unit.


Public Employees Local 71
4/9/13

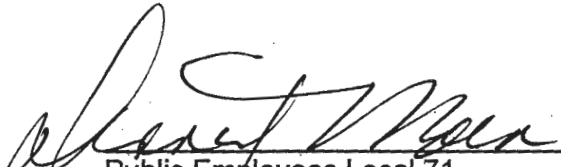

MOA
4/9/13

4/23/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.3.21 Work Week

~~The workweek shall consist of seven (7) consecutive calendar days commencing at midnight on Sunday night and ending at midnight on the following Sunday night~~A fixed period of 168 hours (7 consecutive 24 hour periods).


Public Employees Local 71

MOA

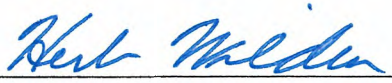
 4/23/13
1429

PUBLIC EMPLOYEES, LOCAL 71

Article 2.4 **Applicability of Personnel Rules Ordinance**

To the extent where there is a conflict between this Agreement and the Personnel Rules (AMC 3.30), the provisions of this Agreement shall prevail. In the event this Agreement is silent or no conflict exists the Personnel Rules will be applicable. In the event that the Agreement and the Personnel Rules are both silent, the parties agree to meet and confer.



Public Employees Local 71
14:27
7/9/13



MOA
14:27
7/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.5 Recognition

The MOA recognizes the Union as the sole and exclusive collective bargaining representative of the employees of the MOA who are employed in a classification set forth in Article 11 of this Agreement.

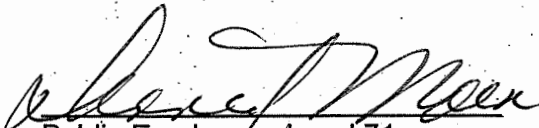

Public Employees Local 71
4/9/13


MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.6 Non-Discrimination

It is hereby agreed that there shall be no discrimination by the MOA or the Union against any employee for any reason prohibited by law. Both the Employer and the Union shall bear the responsibility for complying with this provision. Further, the Employer is committed to positive, practical efforts in employment, promotion, and administration of personnel actions to ensure equal employment opportunity to all represented employees at all job levels. The Union recognizes and supports that commitment. The remedy for violations outside of this agreement are as prescribed by law.


Public Employees Local 71
5/29/13
15:28

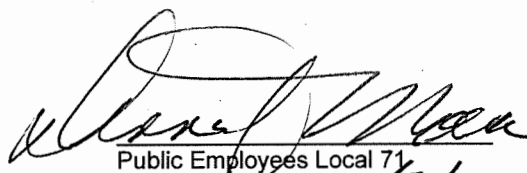

 5/29/13
MOA
15:28

9:57 AM

PUBLIC EMPLOYEES, LOCAL 71

Article 2.7 Gender

All reference to employees in this Agreement designates both sexes, and wherever the male gender is used, it means both female and male employees.

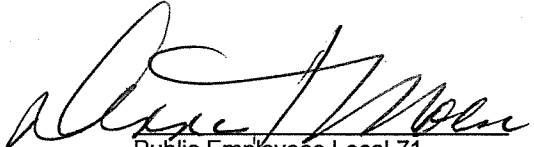
 
Public Employees Local 71 MOA
4/9/13 4/9/13

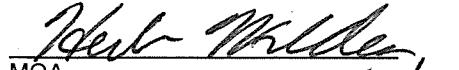
9:59AM

PUBLIC EMPLOYEES, LOCAL 71

Article 2.8 Plurality

Unless the context of this Agreement clearly requires a different interpretation or construction, all references to the singular shall also include the plural and vice-versa.


Public Employees Local 71
4/9/13


MOA
4/9/13

4/23/13

PUBLIC EMPLOYEES, LOCAL 71

Article 2.9 No Strike, No Lockout

This Agreement is a guarantee by all parties that there will be no strikes, lockouts, work slowdowns or stoppages, picketing or ~~other disruptive activity during the life of this Agreement~~ other voluntary unauthorized work disruptions. The Union further agrees that it will not sanction, aid, abet, encourage or continue any strike, work slowdown or stoppage, picketing or ~~other disruptive activity during the life of this Agreement~~ other voluntary unauthorized work disruptions, and that they will undertake all reasonable means to prevent or terminate any such activity.



Public Employees Local 71

 4/23/13
MOA
1430

PUBLIC EMPLOYEES, LOCAL 71

Article 2.10 Management Rights

Except as otherwise expressly provided in this Agreement, it is the right of the Municipality acting through its agencies to determine the standards of service to be offered by its agencies; determine the standards of selection for employment and job performance; direct its employees; take disciplinary action for just cause; maintain the efficiency of governmental operations, determine the methods, means, and personnel by which government operations are to be conducted; take all necessary actions to carry out its organization and the technology of performing its work; require overtime; determine and enforce levels of productivity; establish and enforce work rules, policies or regulations required by federal or state law or court order; and take or direct any necessary actions in emergency situations, as defined in the Collective Bargaining Agreement.


Public Employees Local 71
9/12/13 14:56


 9/12/13
MOA 14:56

10:03 AM

PUBLIC EMPLOYEES, LOCAL 71

Article 2.11 Employee Representative Rights


Public Employees Local 71
4/9/13

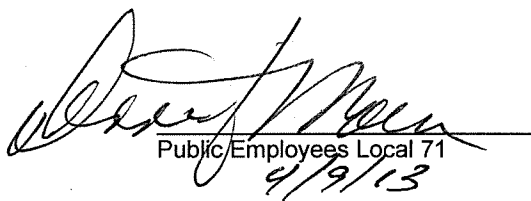

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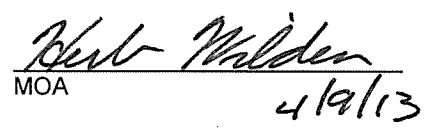
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PUBLIC EMPLOYEES, LOCAL 71

Article 2.11.1 General Rights

The parties acknowledge and agree that the Union has the right and obligation to fairly and diligently represent the legitimate employment interests of MOA employees who are members of the bargaining unit covered by this Agreement. The MOA agrees that it will not interfere with the relations between the Union and MOA employees. The MOA recognizes the right of a union to discipline members for violation of any union laws, rules or agreements. The Employer agrees that it will not in any manner, directly or indirectly, attempt to interfere between any employees and the Union, and that it will not in any manner restrain or attempt to restrain any employee from belonging to the Union or from taking an active part in union affairs, and that it will not discriminate against any employee because of union membership or lawful union activity. No worker shall be discriminated against for upholding union principles or for serving on a committee, and he shall not lose his position or be discriminated against for this reason. Any employee appointed or elected to office in the union which requires all of his time shall not lose his established seniority with the MOA (seniority frozen) and shall be granted a leave of absence without pay for the duration of his term of office upon application. The MOA need not preserve the employee's position and will be obligated to return the employee only to a position in the department in which the employee was employed which is vacant and equal to or less than the position, which the employee vacated, and for which the employee is qualified. The right to return to a vacant position shall last for one (1) year from the commencement of the leave and shall be subordinate to any employment preference applicable to the position.


Public Employees Local 71
4/9/13

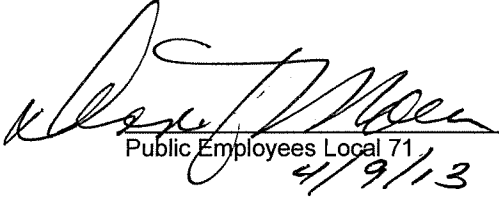

MOA
4/9/13

PUBLIC EMPLOYEES, LOCAL 71

10:13 Am

Article 2.11.2 Union Security

- A. The parties agree that it shall be a condition of continued employment that all employees of the MOA who are covered by this Agreement who are members in good standing of the Union shall remain members in good standing and that those employees of the MOA who are covered by this Agreement who are not members in good standing of the Union shall become and thereafter remain members in good standing of the Union on or before the thirty-first (31st) calendar day following the date of the employee's employment by the MOA or the effective date of this Agreement, whichever occurs later.
- B. The MOA will, fourteen (14) calendar days after receipt of a written request from the Union, terminate the employment of an employee who is alleged to have failed to maintain his membership in good standing as required herein. The request must be delivered to the MOA Director of Employee Relations or his designee, must state that the employee has failed to meet the membership requirements of this article 2.11.2, Union Security, and must request that the employee's employment be terminated.
- C. The Union agrees to indemnify, defend and save the MOA and its officers, agents and employees harmless from any liability or loss arising out of or in any way connected with termination of the employee's employment pursuant to the Union's written request. The Union may withdraw a termination request at any time before the expiration of the fourteen (14) day period by delivering a written withdrawal request to the MOA Director of Employee Relations or his designee.


Public Employees Local 71
4/9/13


MOA
4/9/13

10.19 Am

PUBLIC EMPLOYEES, LOCAL 71

Article 2.11.3 Dues Check Off

The MOA will deduct from the wages of those employees who have signed a dues check off authorization form approved by the MOA, on a monthly basis, the regular dues and initiation fees owed by the employee to the Union as certified by the secretary of the Union. The forms being used by the parties on the effective date of this Agreement are approved. The MOA shall forward such dues and initiation fees to the Union by the fifteenth (15th) day of the month following the month in which said dues are checked off. The MOA shall use reasonable care in checking off and forwarding said dues and initiation fees, but shall not be liable for any failure to do so other than an intentional, bad faith failure to forward said dues and initiation fees. The Union assumes all obligations and responsibility for the continued membership of its members and the collection of their dues.


Public Employees Local 71
4/9/13


MOA
4/9/13

Article 2.11.4 **Stewards**

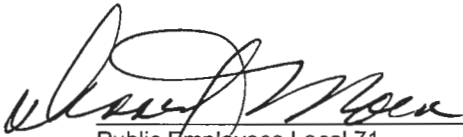
The Union may appoint such stewards as are set forth below. All stewards shall be working stewards. As scheduled by management, a steward may spend a reasonable amount of time during working hours ~~without loss of pay~~ attending to union business within the department. The duties and activities of the shop steward shall include ~~handling of complaints and grievances and administration of the Agreement.~~ ~~All of For these duties,~~ the shop steward's wages will be borne by the MOA ~~and.~~ ~~The hours worked in a shop steward this capacity will be counted as hours worked for determining overtime eligibility.~~ ~~Stewards must document the time spent on union business on their timecards.~~ ~~Shop stewards may be granted leave without pay, not to exceed two (2) days each year for training purposes with prior approval of the agency and the Employee Relations Director.~~ Where there is more than one shop steward in a location, the Union shall designate one steward as lead.

Recognized Stewards as listed:

Cultural & Recreation Services: One Steward at Horticulture
~~Two Stewards at Parks & Recreation~~
Maintenance, Anchorage
One Steward at Parks & Recreation Maintenance,
Eagle River

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When an off duty shop steward has to be called in to represent an employee, the shop steward will only be paid for actual hours worked. This shall not entitle the shop steward to call out pay.


Public Employees Local 71
9/10/13 11:31


 9/10/13
MOA 11:21

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PUBLIC EMPLOYEES, LOCAL 71

Article 2.11.5 Visits to Employer Work Locations

Non-employee Union representatives may visit only those MOA facilities or work locations occupied by employees, which the Union represents, and only on official business. Only union business representatives may visit MOA property during working hours. Non-employee Union representatives may not visit such locations in connection with union elections or other internal union affairs. With regard to each visit, the Union must provide the department/agency head, or designee, which controls the location with reasonable advance notice (not less than one (1) hour) of an intent to visit and the notice must specify the reason for the visit. The visit may not interrupt, distract or interfere with the work of employees. The department/agency head may refuse to consent to the visit if it would unduly interfere with the work of employees or activities of the department or agency, or terminate the visit if it interferes with the work of employees or activities of the department or agency. If the visit is refused, the department/agency head must reschedule the visit at the earliest convenient time. Union representatives may conduct meetings on MOA premises only with the consent of the department/agency head and only with regard to official business affecting the MOA, its employees and the union. Union representatives may conduct meetings of MOA employees during employee working time only with the express consent of the department/agency head whose employees would be affected.


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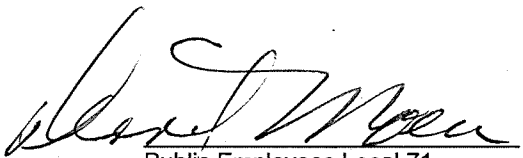
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Article 2.11.6 Jurisdictional Disputes

Disputes which arise between the Union and another Municipal union concerning representation of employees may be presented by the Union(s) to the Employee Relations Board for resolution.


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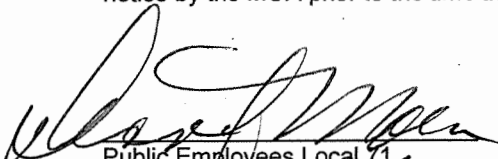
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Article 2.11.7 Administrative Notification

The Union shall be notified in writing of any Municipal directive, memorandum, rule or regulation which cover or affect areas covered by this Agreement or which affect any group of employees working under this Agreement. The Union business representative shall be given adequate notice by the MOA prior to the time that any committee defined by this Agreement is convened.


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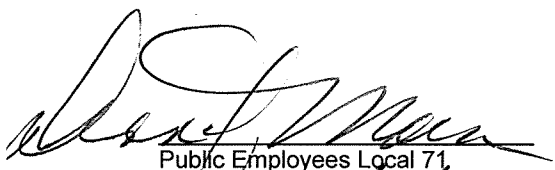
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PUBLIC EMPLOYEES, LOCAL 71

Article 2.11.8 Bulletin Boards

The MOA shall provide bulletin boards and/or space on existing bulletin boards as reasonably requested by the Union.


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Article 2.11.9 Union Business Leave Bank

A. There is created a Union Business Leave Bank which shall be administered by the MOA with a report of the balance and withdrawals provided to the Union Business Manager upon request. The Bank shall be established by a transfer of two (2) hours of cashable annual leave from each regular employee ~~on the payroll of by the MOA once each year~~ on the second full pay period in January of each year; seasonal employees shall transfer one (1) hour of cashable leave for each season worked not to exceed two (2) hours per calendar year, and this will occur on the second pay period following hire. Regular employees shall donate two (2) hours of cashable annual leave and seasonal employees shall donate one (1) hour of cashable leave when the employee's balance is at least 10 (ten) hours or more and such leave shall be transferred to the Bank. The Bank will be capped at \$25,000 (twenty-five thousand dollars). 1200 hours. Time off on Union leave for negotiation purposes shall count as hours worked for the purpose of determining overtime eligibility within the workweek.

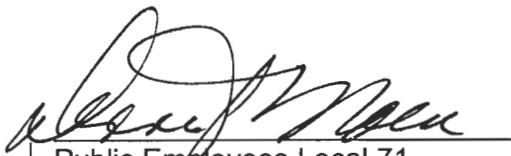
Withdrawal requests from the Bank will be for purposes of contract negotiations, executive meetings, training sponsored by the Union, and other purposes as may be determined by the Business Manager. Requests for withdrawals from the Bank shall be made only by the Business Manager of the Union or designee to the Employee Relations Director on the Municipal Request for Leave Form. Cashable annual leave transferred to the Bank is final and not recoverable for re-credit to an employee's leave account.

~~B. The union may elect to either utilize hours from the Union Business Leave Bank or reimburse the Municipality for any payments made by the Municipality to an employee for time spent performing services primarily for the Union, and the Union representatives employed by the Municipality will maintain accurate time records which reflect the performance of such services. The Municipality shall provide an invoice to the Union showing hours spent performing union business at the employee's factored rate of pay.~~

~~CB. The release of employees for Union leave from duty shall be handled on the same basis as release from duty for personal leave, however, such release shall not be unreasonable withheld by the supervisor.~~

~~CD. Shop Stewards may be granted leave without pay, not to exceed two (2) days each year for training purposes with prior approval of the department and the Employee Relations Director.~~

D. During the course of this Agreement, the Union may make a one-time purchase of Union Business Leave hours, not to exceed 300 hours, at an agreed-upon rate of \$18.19 per hour.


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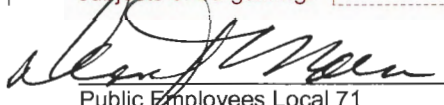
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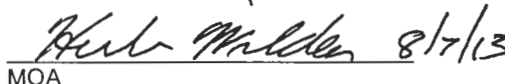
PUBLIC EMPLOYEES LOCAL 71

Article 2.12 ~~Complete Agreement~~

~~The MOA and the Union acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The MOA and the Union, for the life of this Agreement, agree that although they have mutually agreed to discuss any subject relating to this Agreement or the wages, hours and working conditions of represented municipal employees, no party shall be obligated to reach an agreement or change an agreement with respect to any subject or matter specifically referred to or covered by this Agreement or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject may not have been within the knowledge or contemplation of the parties at the time that they negotiated or signed this Agreement. This Agreement replaces and supersedes all prior understandings, agreements, side letters, letters of amendment, unofficial employment policies and past practices. Nothing in this Article shall relieve the parties of their legal obligation to bargain in good faith with respect to mandatory subjects of bargaining.~~

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Public Employees Local 71


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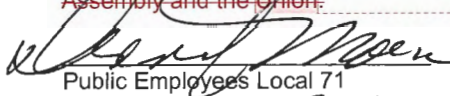
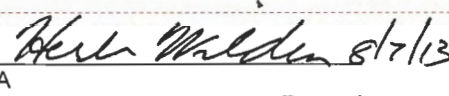
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Article 2.13 **Amendment of Agreement**

~~The MOA and the Union may, by mutual agreement, agree to modify or amend this Agreement at any time. No such modification or amendment shall be effective unless it has been reduced to writing, signed by both of the parties and ratified by the Anchorage Assembly and the Union.~~

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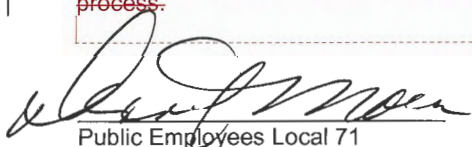
	
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8/7/13
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Article 2.14 ~~Separability and Savings~~

~~Should it be determined by a court of competent jurisdiction that any article of this Agreement is not in conformity with any applicable law, the parties shall meet and such article or portion thereof shall be suspended and amended to conform to the law. This article shall not apply so long as appeal to a higher court of competent jurisdiction is in process.~~

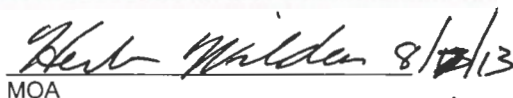
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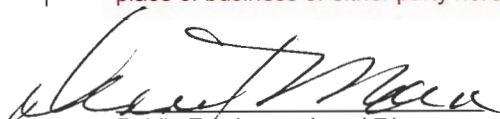
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Article 2.15 ~~Successors and Assigns~~

~~This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected by the consolidation, merger, or change of ownership or management of either party to this Agreement. This Agreement shall not be affected by any geographical relocation of the place of business of either party hereto.~~

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Article 2.16 Productivity

The overriding consideration in the establishment of productivity standards is an honest day's work for an honest day's pay. Since the issue of assuring the community that they are receiving the best services for their tax dollars is of critical interest to both management and labor, labor recognizes that the establishment of such productivity improvements is the right and obligation of management. ~~It is further recognized that labor has a right to be informed and participate in the implementation of productivity standards.~~ The Union will be informed in advance of any proposed change in productivity standards and given the opportunity to discuss the proposed change(s) with the MOA prior to implementation.

Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. Work procedures, schedules and assignments or any other means of increasing productivity may be established and/or revised from time to time at the discretion of the Municipality so long as no right guaranteed employees under this Agreement is violated.

~~The Union will cooperate and actively encourage represented employees to participate in productivity and employee incentive programs administered by the MOA.~~


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5/31/13


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Article 2.17 Contracting Out

For the purposes of this Article, "contracting out" shall mean the procurement of goods and/or services by the MOA or any agency thereof from sources other than municipal employees. The Union recognizes that the Municipality has statutory and charter rights and obligations in contracting for matters relating to Municipal operations. The right of contracting or subcontracting is vested in the Municipality. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union nor to discriminate against any of its members. The Municipality further agrees that it will not lay off any employees of an agency, who have completed their probationary periods and have regular employee status, because of the exercise of its contracting or subcontracting rights within that agency, unless as the result of a contract approved by the Assembly under the Municipal Managed Competition Program ("Program") dated September, 2013 or a substantially similar Municipal Managed Competition Program. Regular employees laid off as a result of the Program shall be paid a lump sum severance benefit of forty (40) hours of the employee's factored rate pay for every year of service if at least one (1) year of service has been completed at the time of lay-off. Severance pay will not exceed four hundred (400) hours.


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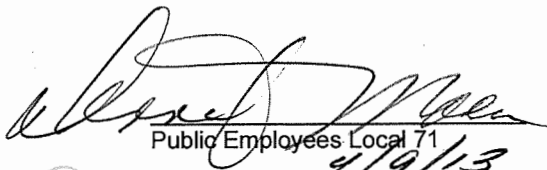
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Article 2.18 Meet and Confer

The parties agree that they will meet and confer in good faith at reasonable times and places concerning this Agreement and its interpretation or any other matter of mutual concern to employee representatives and the MOA. The parties further agree that any party to this Agreement may request, in writing delivered to the other party, that the parties confer within fourteen (14) calendar days after the date of delivery of the request, which shall specify the matter to be discussed. Union requests to meet and confer shall be delivered to the MOA Director of Employee Relations. MOA requests to meet and confer shall be directed to the Union. The Union and the MOA Director of Employee Relations may designate who their respective representatives shall be at the meet and confer sessions. A refusal to meet and confer in response to such request shall be a violation of this Agreement. There shall be no obligation on the part of any party to reopen, modify, amend, or otherwise alter the terminology or interpretation of this Agreement, or to make any other agreement as a result of any such conferences, nor shall the requirement for such conferences alter the rights or obligations of the parties under this Agreement. The parties recognize that the success of the MOA in conducting the affairs of government and the job security of MOA employees and effective administration of this Agreement depends upon mutual cooperation and frequent and effective communication among all parties. To these ends, the MOA and the Union fully encourage and pledge themselves to friendly and cooperative relations at all levels and among all employees, whether or not covered by this Agreement.


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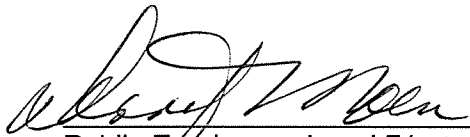
PUBLIC EMPLOYEES, LOCAL 71

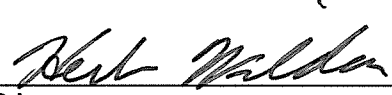
Article 2.19 Provisions of Seasonal Employees

- A. Seasonal Employees are subject to Article 2.11.2, Union Security and Article 2.11.3, Dues Check Off.
- B. **Seasonal Re-Hire.** Absent an unsatisfactory performance rating, Seasonal Employees will have preferential opportunity for subsequent seasonal employment in the same department and classification if the seasonal vacancy exists in the following season. Re-hire of seasonal employees can be accomplished directly between the MOA and the re-hire candidate.
- C. ~~**Higher Classification Opportunity.** Regular full-time employees, to the extent possible with regard to qualifications and competency, shall have priority seasonal placement in classifications of a higher range before employment of Seasonal Employees in that same classification in the same work unit.~~
- DC. **Grievances.** Seasonal Employees may file grievances up to and including Step II in the grievance process, if necessary, seasonal employees may utilize mediation to resolve disputes after exhausting the grievance process. Cost of mediation will be split evenly between the MOA and the Union. All grievances filed by Seasonal Employees, or about Seasonal Employees, or about seasonal employment, are expressly exempt from the arbitration provisions of the Collective Bargaining Agreement.
- ED. **Wage Step Progression.** Seasonal Employees will advance from step to step ~~within a classification pay range~~ upon 1040 cumulative hours completion of 180 calendar days ~~worked within the same classification. Seasonal employment in one classification does not accumulate wage progression credit towards wage progression in another classification~~ and each one hundred and eighty (180) calendar days of employment under this collective bargaining agreement thereafter, provided there is no break in service longer than one (1) year.
- FE. **Seasonal Leave.** Seasonal Employees accrue Seasonal Leave at a rate of 5.31 hours per pay period, ~~exclusive of overtime and~~ prorated on for actual hours ~~worked paid~~ based on an 80-hour pay period. Unused Seasonal Leave is cashable at 100% redemption rate at the termination of seasonal employment. Accrued Seasonal Leave expires with the termination of seasonal employment and cannot be carried forward into another employment period.
- F **Other Provisions of the Agreement.** Seasonal Employees are entitled to overtime and shift differential as specified in Article 5. Seasonal Employees shall be paid the hourly wage rate for the classification in which they are working. Seasonal Employees are specifically excluded from participation in all other provisions of the Collective Bargaining Agreement between the parties, unless expressly enumerated in this Article.
- HG. **Holidays.** Seasonal employees are entitled to recognized municipal holidays as provided in this Agreement. Seasonal employees are not entitled to the personal holidays. Employees shall forfeit their right to payment for any holiday if they are not in an approved paid status for the entire shift on the last regular work day preceding such holiday and on the next regular work day following such holiday.

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1. The hours paid as holiday pay are not counted as hours worked for the purpose of determining eligibility for overtime pay in the weeks in which the holidays fall.
- H. Probation does not apply to an appointment to a seasonal position since a person so appointed serves at the pleasure of the appointing authority and is subject to summary removal for any reason or for no reason. The MOA shall be the sole judge of a seasonal worker's ability, qualifications, competence, and performance.


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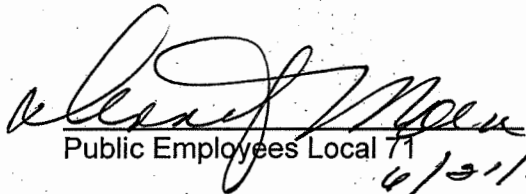
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ARTICLE 3
EMPLOYMENT

Article 3.1 Types of Positions

The different types of positions are regular, temporary, and seasonal.

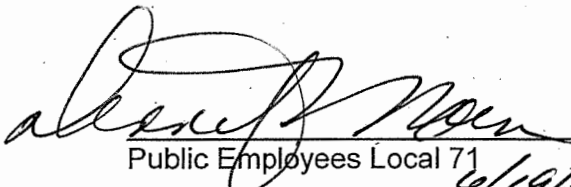

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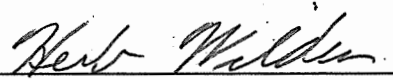
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Article 3.2 ~~Employment~~ Probation Filling Vacant Positions

Vacant positions will be filled by legally mandated placement or reinstatement, transfer or demotion in lieu of layoff, recall from layoff, seasonal recall, hire/rehire, promotion, transfer, demotion, or demotion for disciplinary reasons. Positions shall be filled as legally mandated or by the most qualified applicant as determined by the agency head.
Municipality

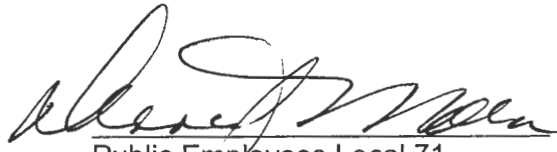

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3.2.1 Purpose

~~Regular status in the classified service is acquired by successfully completing a probationary period. This probation is the final step in the examination process in which the individual demonstrates his ability and fitness while management determines whether an employee is suitable.~~

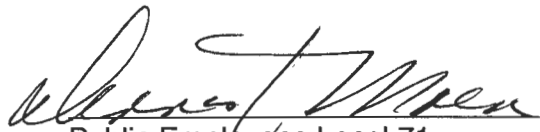

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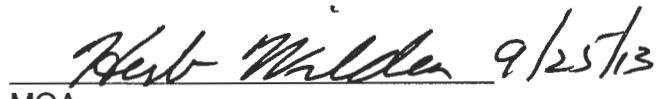
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3.2.2 Probation; Duration of Probation

- A. ~~Every appointment to a position in the classified service shall be subject to a probation period as provided in this article.~~
- B. ~~Any employee who is initially hired for appointment under this Agreement shall serve a probationary period of one thousand and forty (1040) hours worked.~~
- C. ~~Probation does not apply to an appointment to a temporary position since a person so appointed serves at the pleasure of the appointing authority and is subject to summary removal for any reason or for no reason.~~
- D. ~~The Director may consider service rendered in a temporary position in connection with an assessment of a person's qualifications to apply for a position.~~


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~~3.2.3 Probation - Former and Current Employees~~

~~A. Re-employed Employees~~

~~Re-employed employees shall be subject to a probationary period only to the extent of completing any incomplete probationary period, except that employees re-employed to a position in a different agency shall be subject to the probationary period in the different agency at the option of the agency head with the approval of the Director. Prior municipal service in a position in the same class series may be credited toward completion of the current probationary period if the break in municipal service does not exceed one (1) year.~~

~~B. Promoted Employees~~

~~Employees who have already satisfied their initial probationary period who are promoted to a different position shall serve a one thousand and forty (1040) hours worked probationary period in the promoted position. This additional probationary period may be waived at the discretion of management.~~

~~C. Transferred Employees~~

~~When an employee transfers to a position in the same class within an agency, no probationary period shall be served. When an employee transfers within an agency to a position in a parallel class or transfers from one agency to another position in the same class, or a parallel class, the agency head concerned shall make the decision whether a probationary period will be served, subject to approval of the Director. The employee concerned shall be notified in writing of the requirement to serve a probationary period, before the transfer.~~

~~D. Demoted Employees~~

~~When an employee is demoted to a position in a class where he previously held regular status, no probationary period shall be served, except in the case of demotion for disciplinary reasons.~~

~~When an employee is demoted to a position in which he did not hold regular status, the agency head shall decide whether a probationary period will be served, subject to approval of the Director. The employee concerned shall be notified of the decision, in writing, before the demotion.~~

~~A. Reallocation of Position~~

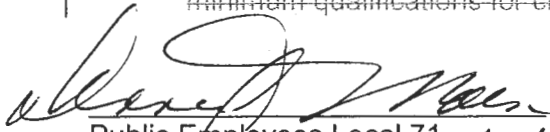
~~The employee in a reallocated position, whether by reclassification or range change, shall not serve a new probationary period.~~


~~F. Acting Appointment and Acting Assignment~~

~~No probationary period will be required when serving in an acting status. An employee serving in an acting appointment and promoted directly into that position shall have acting time count toward completion of probation. Time~~

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~~served in an acting assignment may be counted toward experience required in minimum qualifications for class or position.~~


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3.2.4 Status Upon Completion of Probation

A. Regular Appointment

~~Regular appointment to a position in the classified service shall be made only upon satisfactory completion of the probationary period. It shall be the responsibility of the agency head to provide the Director a statement, in writing, to the effect that the services of each employee appointed for a probationary period have or have not been performed satisfactorily during such a period and that the employee is or is not recommended to be retained in the services. Unless action is taken by the agency head to separate or demote the employee or to request extension of the probationary period prior to the end of the probationary period, the appointment shall become permanent on the first working day following completion of the probationary period.~~

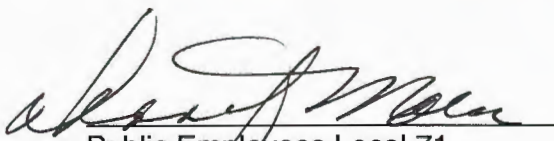
B. Extension of Probationary Period

~~The probationary period of an employee may be extended for a period of time not to exceed three months at the option of the agency head and with prior approval of the Director. Notice of such extension and reasons for it shall be given in writing to the employee with a copy to the Director, prior to the end of the established probationary period. An employee's merit anniversary date is established upon successful completion of the probationary period.~~

C. Separation During the Probationary Period

~~If at any time during the probationary period, the agency head determines that the services of a new or rehired employee have been unsatisfactory, the employee may be separated from his position without right of appeal or grievance. Written notice of such dismissal shall be given to the employee prior to taking action. The union shall be notified in the event of termination of the probationary employee's employment.~~

~~When it becomes clear that an employee serving a promotional probationary period is not performing adequately, he shall be so informed in writing with a copy to the Director, and consideration will be given to demoting him to a position in his previous class, or in any other available position for which he is qualified or, lacking an open position, his name will be entered on the appropriate layoff list.~~


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Article 3.3 Position Vacancy Announcements

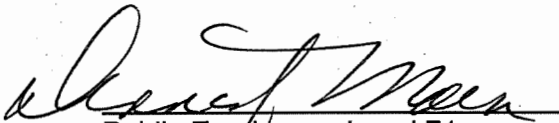
A. Contents: When recruiting for a vacant position, the position vacancy announcement shall include the classification title, pay grade and salary, description of the work to be performed, minimum qualifications, and other relevant information.

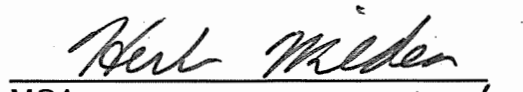
B. Advertising: Position vacancy announcements shall be advertised as follows.

1. Union Dispatch. The Union shall maintain a hiring hall and refer qualified applicants to the MOA when requested. The MOA agrees to use the hiring hall to obtain qualified workers necessary to fill classifications covered by this Agreement.

When the MOA requests qualified applicants from the Union, the Union shall have forty-eight (48) hours (excluding Saturday, Sunday, and recognized holidays) to refer qualified applicants to the MOA.

2. Concurrent advertising. In an effort to maximize efficiencies, the MOA may advertise position vacancies internally and concurrently with the Union and other external sources. However, the MOA shall give priority consideration to internal applicants first as well as and then to Union referred applicants. The MOA may consider other applicants only if all internal and Union referred applicants have been rejected. The agency shall not be provided other applicants until internal and union referral applicants have been rejected.
3. If the MOA hires outside of the hall, the successful applicant must provide the MOA with a notice of good standing dispatch from the Union prior to the start date.


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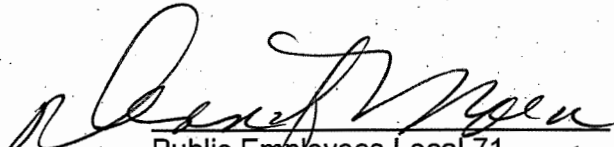

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3.4 Applicant Examination

- A. Eligibility. To be eligible for consideration, applicants must apply during the advertised recruitment period, meet the minimum qualifications and pass any job related examinations.
- B. Disqualification: The MOA retains the right to reject any job applicant. Should the MOA reject any applicant, the reason shall be given in writing to the Union upon request. Applicants may be disqualified by the Director or designee for the following, but not limited to:
1. Did not apply during the recruitment period;
 2. Does not meet the minimum qualifications for the posted position;
 3. Application is incomplete or inaccurate;
 4. Is Ineligible for hire/rehire by the MOA;
 5. Convicted of any crime involving moral turpitude within the last seven years;
 6. For positions that require driving, not meeting the minimum standards for driving convictions;
 7. Last performance ~~The employee's overall evaluation within the last 12 month was not at least average for those applying for promotion at least satisfactory; and/or~~
 8. Disciplinary action (other than an oral reprimand) within the last 12 months from date of acceptance of position.


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3.5 Preference for Selection

In descending order, priority in filling vacant positions is as follows:

- A. Legally mandated placement or reinstatement
- B. Transfer or demotion in lieu of layoff
- C. Recall from layoff, within two years
- D. Demotion for disciplinary reasons
- E. Transfers
- F. Promotions
- G. Recruitments Hire or rehire

Don H.W.

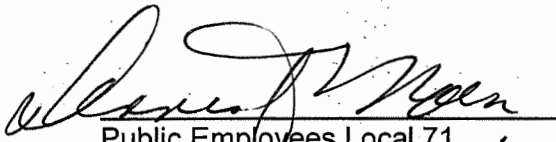
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Article 3.6 Selection

Only the Director or designee shall make offers of employment (hire/rehire, recall from layoff, seasonal recall, transfer, promotion, or demotion).

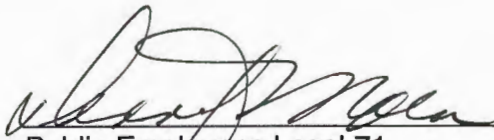

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~~Article 3.6.1 — Recall Rights~~

~~A laid off employee has recall rights within the agency from which he was laid off for twelve months after layoff. Recall from layoff shall be in order of seniority. A fully qualified (as determined by the MOA) laid off employee who has recall rights shall be given preference over all other applicants for a position. The laid off employee must maintain a current daytime telephone number and address with the department/agency head in order to preserve his recall rights. If an employee fails to respond and report for duty within ten (10) working days of call, all rights to rehire are relinquished and the Employer may consider such rights extinguished. This restriction (extinguishment of rehire rights) may be waived by mutual agreement of the parties to this Agreement. The rehire of laid off employees shall continue in order of seniority until the least senior person with rehire rights has been offered an opportunity to return to work through the manner herein described.~~


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Article 3.7 Probation

A. Duration

1. Hire or Rehire. Employees who are hired or rehired into regular positions shall be subject to a probationary period. The probationary period is one hundred and eighty (180) calendar days.
2. Transfer. When an employee transfers to a position in the same department in the same classification, no probationary period shall be served. Employees transferring to a different classification at the same pay grade in the department shall be required to serve a one hundred and eighty (180) calendar day probation period. An employee who has not completed their probationary period shall complete the one hundred and eighty (180) calendar day probation in the new position. Employees who transfer to a position in a different department shall be required to serve a one hundred and eighty (180) calendar day probationary period.
3. Promotion. Employees who are promoted shall be subject to a probationary period. The probationary period is one hundred and eighty (180) calendar days.
4. Demotion. Employees who are demoted shall be subject to a probationary period. The probationary period is one hundred and eighty (180) calendar days. When an employee is demoted to a position in a classification where the employee previously held regular status, no probationary period shall be served, except in the case of demotion for disciplinary reasons.
5. Recall from layoff. Employees who have been recalled from layoff shall be required to complete any probation that was not completed prior to layoff. If the employee is recalled to a position in a classification that they have not previously held, a probationary period shall be served. The probationary period is one hundred and eighty (180) calendar days.
6. Reallocation of Position. The employee in a reallocated position, whether by reclassification or range change, shall not serve a new probationary period. In cases where the employee ~~is on probation~~ did not complete a probationary period, they shall be required to complete the probation.

B. Status Upon Completion of Probation

Regular appointment to a position shall be made only upon satisfactory completion of the probationary period. The department head shall complete a probationary evaluation that the employee has performed satisfactorily during the probation. Unless action is taken by the department head to extend or separate, under section D of this article, the employee prior to the end of the probation period the

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employee shall have regular status. The employee's commensurate pay increase shall be effective the day following the end of his probationary period.

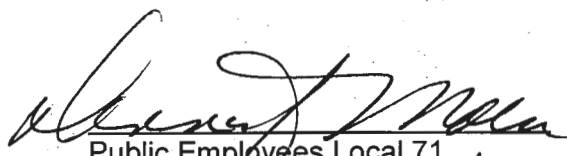
C. Probation Extension


The probationary period of an employee may be extended for up to ninety (90) calendar days with the approval of the Director. No probationary period may be extended beyond ninety (90) calendar days. Notice of an extension and the reason for the extension shall be provided to the employee in writing prior to the end of the probation period.

D. Probation Separation

Any time during the probationary period, when the department head determine the services of the employee have been unsatisfactory, the employee may be separated from their position without right of appeal or grievance. The employee shall be provided written notification of the separation.

When an employee who was promoted is not performing satisfactorily during the probationary period, consideration may will be given to demote the employee into a vacant position for which the employee is qualified consistent with Article 3.5. If the employee is demoted into a classification that they had not previously held, the employee will be required to serve a probationary period. The probationary period is one hundred and eighty (180) calendar days. If the employee is separated during the promotional probationary period, the employee's name will be entered on the recall from layoff list for the position the employee held prior to promotion.


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Article 3.8 ~~Work by Non-Employees~~ Types of Additional Work Assignments

~~The MOA may use the services of volunteers whenever and wherever they may be offered, without violation of this Agreement. The Union and the employee, which it represents, join the MOA in encouraging citizen involvement in the betterment of Anchorage. The use of volunteers shall not directly cause the layoff of any bargaining unit member.~~

A. Working Out Of Class: When an E~~employee~~ is temporarily performing work in a higher level classification within the bargaining unit, the employee shall be considered working out of class.

1. ~~Regular employees shall have priority to work temporarily in higher level classifications before hiring seasonal employees.~~
2. Employees who are temporarily assigned to perform work two (2) or more consecutive hours in a higher classification shall receive step one (1) in the higher classification or five (5) percent above their factored rate of pay whichever is greater. The employee's current base rate is utilized in determining if step (1) one in the higher classification is at least five (5) percent.
3. Employees who are temporarily assigned to perform work in a lower classification shall be compensated at their factored rate of pay for all hours worked.

~~4. When an employee is assigned to perform work at a higher classification on a temporary basis for 180 consecutive calendar days, a permanent position will be created and filled by the Municipality in accordance with Article 3.~~

~~45. Employees who are assigned work in a higher classification for training purposes shall not be entitled to additional compensation. Only e~~Employees who are the acting as a sole operator and their performance is not being monitored without monitored supervision~~are eligible for additional compensation.~~

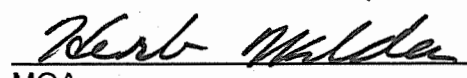
~~56. The MOA shall designate assign an employee to perform the duties of working foremenforeman or lead manperson on a shift or job with regularly assigned working foreman or leadman when the regularly assigned working foreman or lead personman is on leave or unavailable to perform their duty for at least two (2) hours, unless operational needs make the assignment unnecessary.~~

B. Acting Assignment: Employee is temporarily assigned to act in a non-represented or executive level position.

1. When an employee is temporarily assigned to work two (2) or more consecutive hours in a non-represented or executive position they shall receive five (5) percent above their factored rate of pay.

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Article 3.9 Filling Vacancies By Transfers, Promotions, Demotions, or Recall From Layoff

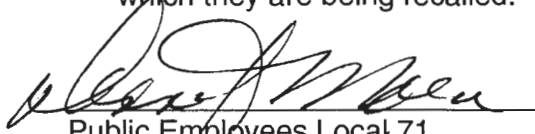
Positions may be filled by transfer, promotion, demotion, or recall from layoff rather than requesting a referral from the Union.


- A. Transfer. Transfer is the lateral movement from one regular position to another regular position in the same class, a different class, a parallel class at the same grade or the same pay grade without a break in service. Temporary and Seasonal employees may only transfer to other Temporary or Seasonal positions.
1. Voluntary. The employee may request a transfer to a vacant position within their department or to a different department. The employee shall submit a written request to their department head. The department head shall forward the request along with a recommendation to the Director for approval. The employee must meet the qualifications and if applicable an acceptable driving record for the position. When the employee is requesting to transfer to a different department, the Director will consult with the department head.
 2. Involuntary. A regular employee may be transferred to a vacant position within their department or a different department for an operational need without the ~~consent of the employee's consent. with~~ Such transfers must be the approval approved of by the Director. The employee must meet the qualifications and if applicable an acceptable driving record for the position. The employee shall receive at least two weeks notice, unless the circumstances prohibit notice or the employee waives the notice. Involuntary transfers will not be used for Eagle River positions. This section does not limit the MOA's ability to temporarily assign an employee.
- B. Promotion. Promotion is the advancement of an employee from a position in a lower salary grade. Whenever practicable and in the best interest of the MOA, positions shall be filled by promotion.
1. Promotion Eligibility:
 - a) Employees must apply during the recruitment period;
 - b) Employee must meet the qualifications and have an acceptable driving history if the position requires driving; and
 - c) Successfully complete interview process and when applicable, pass job related examination(s).
- C. Demotion. Demotion is the movement of an employee to a position in a lower salary grade.
1. Voluntary. The employee may request to voluntarily demote into a position through a written request or through a recruitment effort. Employees must meet the minimum qualifications, have an acceptable driving record, and successfully complete any examinations and/or testing.

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2. Involuntary. The employee may be demoted as a result of disciplinary actions or in lieu of layoff.

- A. Recall From Layoff. Laid off employees shall have two (2) years recall rights within the department from which they were laid off. Recall from layoff shall be in order of seniority. An employee who has been laid off may be recalled to a position at the same pay grade or lower grade from which they were laid off. The employee must meet the minimum qualifications and any pre-employment criteria of the position for which they are being recalled.


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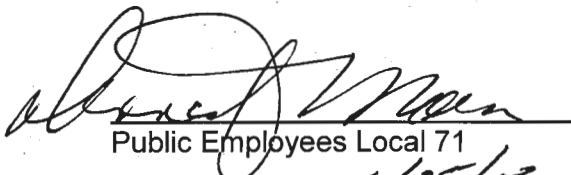
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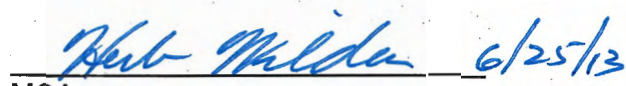
PUBLIC EMPLOYEES, LOCAL 71

Article 3.10 Seniority

Seniority is utilized for layoff, recall from layoff, and for scheduling of vacation.

- A. Regular full-time employees shall be on a seniority list. Seniority shall be measured from the original date of hire or rehire date for an employee who remains continuously employed.
- B. The employee who has the longest term of service in the department as a regular full-time employee shall be first on the seniority list for purposes of vacation scheduling.
- C. If any employees share the same hire or rehire date, the tie shall be broken by applying the Union seniority tie-breaker formula in Appendix B.
- D. Seniority is terminated when the employee is no longer employed.
- E. Seniority will be re-established when the employee is recalled from layoff. The employee's seniority will be adjusted for the time period in which the employee was laid off.


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Article 3.11 Layoff

A. Layoffs may be necessary due to the following, but not limited to:

1. Elimination of a position;
2. Material change in the duties and/or qualifications of the position for which the employee lacks the necessary skills, knowledge or aptitude;
3. Funding; or
4. Lack of work.

B. Layoff Procedure

Employees who are being laid off shall receive at least two (2) weeks advance notice. After notification of layoff the employee shall be provided the following options, in order:

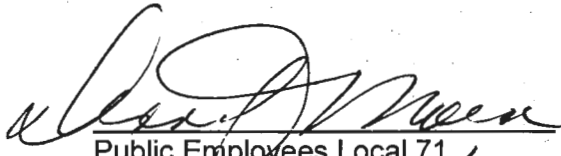
1. The employee shall be offered a vacant position at the same pay grade within the department for which the employee qualifies.
2. The employee may elect to bump an employee who has less seniority in the same classification within the department.
3. The employee shall be offered a vacant position at a lower pay grade within the department for which the employee qualifies.
4. The employee may elect to bump an employee who has less seniority in a lower pay grade for which the employee is qualified within the department.
5. The employee may elect to be laid off.
6. If the employee is laid off or elects to be laid off, the employee may receive severance pay in lieu of the two week notification period. The severance pay may be prorated based on the days and/or hours an employee may work in the layoff period.

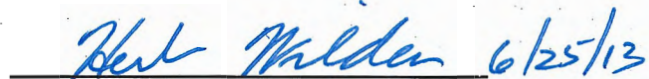
C. Eligibility for Recall

1. An employee who is on a recall from layoff list shall be eligible for recall for two (2) years from the date of layoff. Acceptance of any regular position with the Municipality during the two years recall period shall satisfy the employees recall rights.
2. A laid off employee shall have recall rights to the department from which they were laid off. The laid off employee is eligible to be recalled to same pay grade or lower pay grade from which they were laid off. The laid off employee must meet the minimum qualifications and successfully complete any pre-employment requirements.

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3. If a laid off employee is offered a regular position at the same pay grade and they decline the position, their recall rights shall end.
4. A laid off employee shall have preference over all applicants when filling regular positions as designated in Article 3.5
5. Recall from layoff shall be in seniority order.
6. The laid off employee must maintain a current phone number and address with the Employee Relations Department in order to preserve their recall rights. If a laid off employee fails to respond within five (5) working days of initially being contacted, all recall rights shall be relinquished. When the laid off employee is contacted, they shall report for duty within ten (10) day or the MOA may consider extinguishing recall rights.


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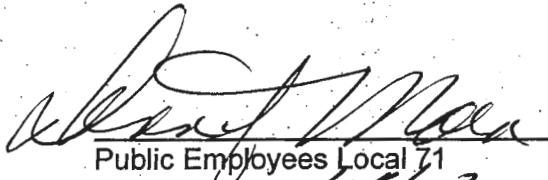

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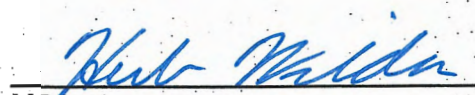
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Article 3.12 Work By Non-Employees

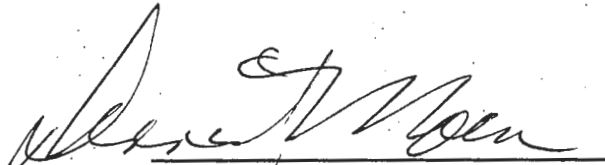
The MOA may use the services of volunteers whenever and wherever they may be offered, without violation of this Agreement. The Union and the employee which it represents shall join the MOA in encouraging citizen involvement in the betterment of Anchorage. The use of volunteers shall not directly cause the layoff of any bargaining unit member.


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ARTICLE 4
HOLIDAYS AND LEAVE

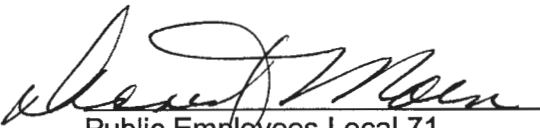

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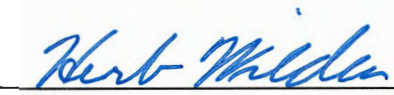
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PUBLIC EMPLOYEES, LOCAL 71

Article 4.1 Recognized Holidays

New Year's Day (January 1)
Martin Luther King, Jr. Day (third Monday in January)
~~Washington's Birthday~~ President's Day (third Monday in February)
Seward's Day (last Monday in March)
Memorial Day (last Monday in May)
Independence Day (July 4)
Labor Day (first Monday in September)
Veteran's Day (November 11)
Thanksgiving Day (4th Thursday in November)
Day after Thanksgiving
Christmas Day (December 25)
One (1) Personal Holiday (Refer to 4.1.2)


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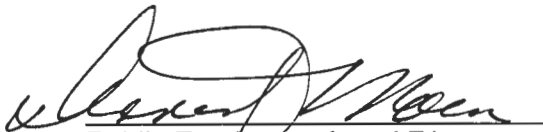
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PUBLIC EMPLOYEES, LOCAL 71

Article 4.1.2 Personal Holiday Accrual and Use

Employees that accrued one (1) personal holiday in 2013 must use the personal holiday in a one (1) work day increment prior to December 31, 2013 or forfeit the personal holiday accrued.

Effective January 1, 2014, and each January 1 thereafter, regular full time employees working a five (5) day eight (8) hour shift shall accrue an eight (8) hour personal holiday. Regular full time employees working a four (4) day ten (10) hour shift shall accrue a ten (10) hour personal holiday receive eight (8) hours of non-cashable annual leave as a personal holiday. The personal holiday shall accrue on January 1st, each year and shall be based on the employees' status on that date. The personal holiday must be taken during the calendar year in which it is accrued or be forfeited. It has no cash value.

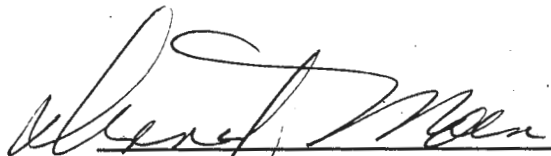

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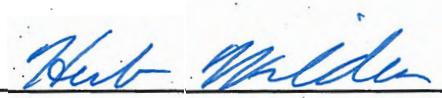

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PUBLIC EMPLOYEES, LOCAL 71

Article 4.2 Holiday During Annual or Sick Leave

A recognized holiday occurring during an employee's annual or paid sick leave shall not be counted as a day of annual or sick leave.


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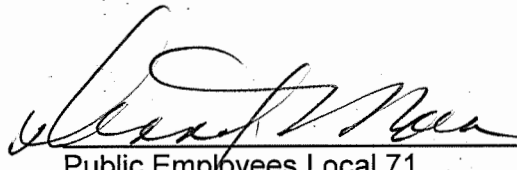
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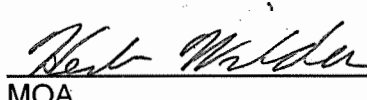
PUBLIC EMPLOYEES, LOCAL 71

Article 4.2.1 Holiday Falling on a Regular Day Off

For employees scheduled to work on a Monday through Friday schedule, when a recognized holiday falls on a Saturday, the preceding Friday shall be recognized observed as the holiday. For these employees, when a recognized holiday falls on a Sunday, the Monday following shall be recognized observed as the holiday. For employees working other than a Monday through Friday schedule, when the recognized holiday falls on the employee's first day off, the preceding, scheduled workday shall be recognized observed as the holiday. When the recognized holiday falls on the employee's second day off, the following scheduled workday shall be recognized observed as the holiday.

For employees working a modified work schedule (such as a 4/10 schedule), ~~with a holiday falling on their regular day(s) off, the holiday shall be the employee's workday immediately succeeding or preceding the employee's regular day(s) off.~~ when the recognized holiday falls on the employee's first or second day off, the preceding, scheduled workday shall be observed as the holiday. When the recognized holiday falls on the employee's third day off, the succeeding scheduled workday shall be observed as the holiday.

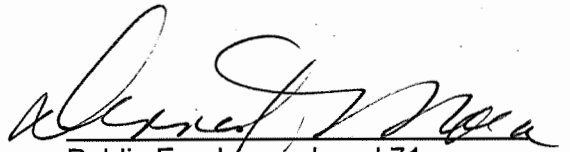

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Article 4.2.2 Forfeiture of Holiday Pay

Employees shall forfeit their right to payment for any holiday if they are not in paid status for the entire shift on the last regular work day preceding such holiday ~~or~~ and on the next regular work day following such holiday. Patterned call-in absences will not be construed as paid absences, unless a medical certificate is provided.


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Article 4.2.3 Holiday Pay

- A. Except as modified by paragraph B or C below, full-time employees shall be paid eight (8) hours of pay at their factored rate of pay as holiday pay for each recognized holiday. All hours worked on a holiday shall be compensated at the employee's appropriate factored hourly rate with exceptions noted in 4.2.
- B. If a full time employee on an alternate schedule, (i.e., ten (10) or twelve (12) hour day's) works on a holiday, the employee will receive regular pay for the hours worked and is entitled to ten (10) or twelve (12) hours of holiday pay, depending on their alternate schedule, at their factored rate of pay.
- C. If a full time employee on an alternate schedule (i.e., ten (10) or twelve (12) hour days) does not work a holiday, the employee is entitled to ten (10) or twelve (12) hours of holiday pay, depending on their alternate schedule, at their factored rate of pay. ~~If a full time employee is working an alternate schedule and does not work on the holiday, that employee will be entitled to holiday pay equal to his or her scheduled hours for that day, i.e., if a full time employee on a ten (10) or twelve (12) hour schedule does not work a holiday, that employee will be entitled to ten (10) or twelve (12) hours of holiday pay.~~
- D. In addition to holiday pay an employee shall be paid for work performed on a recognized holiday at the factored straight-time rate unless the employee is eligible to receive overtime pay in the manner stated by Article 5.3.


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Article 4.3 Paid and Unpaid Times Off

The Municipality will provide eligible employees with reasonable periods of paid time off in accordance with the accrual schedules for annual and sick leave. Additionally, employees will be eligible for specified periods of paid time off for military duty, court duty and bereavement leave for members of their immediate family. Seasonal employees are ~~entitled to~~ eligible for leave under Article 2.19. Under the conditions specified in this article, the Municipality may approve periods of unpaid time off to allow employees to meet personal, educational, family or medical needs.

H.M.

[Signature]
Public Employees Local 71

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Herb Malden 14:56
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PUBLIC EMPLOYEES, LOCAL 71

Article 4.3.1 Accrual of Annual Leave

A. Annual Leave Accrual Rate

1. Full-time employees hired prior to July 1, 1991, shall accrue annual leave at the following rate:

11+ years of service - 12.5 hours per pay period

2. Beginning the first full pay period on or after Assembly approval, full-time employees hired after June 30, 1991, shall accrue leave at the following rates:

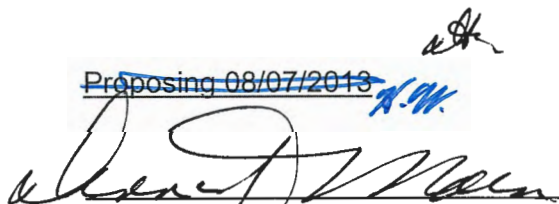
a. ~~Cashable~~ Annual Leave


0 – 2 years of service	-	6.15 hours per pay period
3 – 5 years of service	-	6.77 hours per pay period
6 – 10 years of service	-	9.23 hours per pay period
11 + years of service	-	11.85 hours per pay period
20+ years of service	-	12.5 hours per pay period

3. If an employee is in a paid status for less than eighty (80) hours in a pay period then the above accrual rates shall be pro-rated based on actual hours paid ~~The above accrual rates are pro-rated based on actual hours paid in each pay period, excluding overtime.~~

If any change occurs in the length of the pay period, the accrual rate per pay period will be adjusted to result in the same annual accumulation rate as that stated above.

~~Proposing 08/07/2013~~


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Article 4.3.1 Accrual of Annual Leave

B. Annual Leave Accrual While on Leave

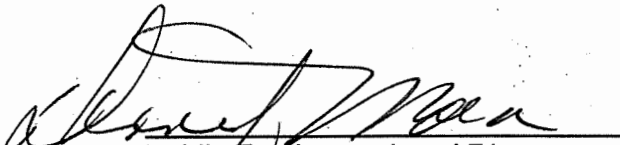
Leave accrues during the period of time an employee is on paid leave. ~~Employees will not be able to use leave accrued while on leave until they return to work for one complete shift. Such additional accrual shall be canceled if the employee fails to resume duty on completion of his authorized leave.~~ Leave does not accrue during periods of injury leave or leave without pay.

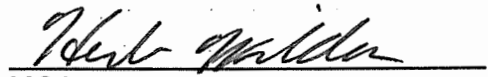
C. Annual Leave Accrual Limits

Accrued and unused leave may be carried over from one year to the next for the purpose of accumulating an Annual Leave Account, or reserve; however, as of the last full pay period on December 31 of the calendar year an employee may not have more than 480 hours leave to his credit.

D. Sick Leave Accumulation

Sick leave does not accrue separately, like annual leave, on a regular basis; it accumulates through conversion of excess of hours of annual leave to sick leave as of the last pay period of the year first pay period of the new calendar year.


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PUBLIC EMPLOYEES, LOCAL 71

Article 4.3.2 Regular use of Annual Leave

- A. An employee shall be allowed to use any amount of accrued leave at the time he or she desires that will not be detrimental to agency operations, as determined by the Agency Head. Agency Heads shall establish a vacation leave schedule no later than January and shall give consideration to total municipal service in determining such schedules within each work unit.
- B. Every calendar year, full-time employees must take at least eighty (80) hours of annual leave which must be taken each year by the last pay period of the year. ~~by the last pay period of the year.~~ This limitation shall not apply to new employees until the second (2nd) last pay period of the year ~~December 31~~ following their date of hire. Employees who fail to take the full eighty (80) hours of annual leave shall be considered to have forfeited those hours as if they had been taken. The difference between the hours taken and eighty (80) hours shall be subtracted from the employees' annual leave accounts at the end of the year. Forfeited hours shall be donated to the Union Leave Bank. The difference between the hours taken and eighty (80) prorated hours shall be subtracted from the employees' annual leave account at the end of the year first pay period of the new calendar year.

It is the responsibility of the Agency Head to ensure that work is conducted and leaves scheduled so that each employee shall have the opportunity to use his leave at a time that most nearly meets his desires.

- C. Whenever, in the opinion of the Mayor, it is not feasible or in the best interest of the service to grant earned leave to an employee, the Mayor may authorize exceptions to accumulation rules or cash in lieu of leave not to exceed eighty (80) hours in any calendar year providing the employee shall retain at least eighty (80) hours of leave in his account.

D. Cash-In

Subject to the availability of cash and normal budgetary limitations, cash in lieu of accrued cashable annual leave may be obtained twice each calendar year by submitting a request in writing to the employees' Agency Head provided the employee retains at least eighty (80) hours of annual leave in his or her annual leave account following cash payment.

E. ~~Donation of Leave~~

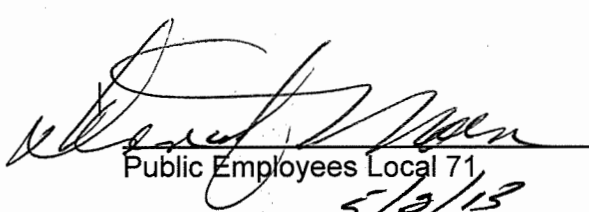
~~If an employee experiences a life event that necessitates a leave donation, it will be approved pursuant to MOA Personnel Rules (3.30.153.D). In an effort to minimize the financial impact of any leave without pay to the employee, a request to solicit leave donation should be requested in advance. Leave donations are not retroactive in nature. If the employee does not qualify for leave donation, fellow employees have the option to cash in leave to give to the employee as allowed in 4.3.2(D), Cash-In. Only cashable annual leave may be donated. Employees may donate annual leave in accordance with this policy with prior approval of the Employee Relations Director. Leave may be~~

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denated by represented employees for the conduct of Union business. Employees shall retain at least eighty (80) hours of annual leave in his annual leave account following cash payment and/or leave donations.

E. Donation of Leave

An employee may donate cashable annual leave to a fellow employee who is qualified under the MOA's Leave Donation Program. employer's then-current leave donation policy.


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Article 4.3.3 Annual Leave Conversion and Cash-In

A. Cash-In

All hours of cashable annual leave in excess of 480 hours, ~~unless committed, or converted to cashable sick leave under Subsection (B) below,~~ shall be paid in cash to the employee on the first pay period of the new calendar year.

B. Sick Leave Conversion

Upon the written request of the employee ~~prior to December 31~~ as of the last full pay period of the calendar year, up to eighty (80) hours of excess cashable annual leave may be committed each year into a separate cashable Sick Leave Account which shall have a cash-in value upon separation.

C. ~~Advance Leave Pay~~

~~The Controller's Office shall provide for Advance Leave Pay when the request is submitted in writing two (2) weeks in advance of the scheduled leave period and is approved by the Agency Head.~~

D. Annual Leave at Termination

Upon termination for any reason employees shall be entitled to payment for unused cashable annual leave balances. Such payment shall be made at the rate of 100% of the then current value of the employee's leave balance based upon his factored hourly rate at time of termination. Non-cashable annual leave shall be forfeited upon termination.


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Article 4.4 ~~Non-Cashable Annual Leave~~

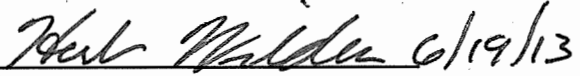
~~Effective the first full pay period on or after Assembly approval non-cashable leave balances shall be frozen. Employees may continue to use this leave in accordance with Article 4.3.2, Regular Use of Annual Leave, until the balance is exhausted.~~


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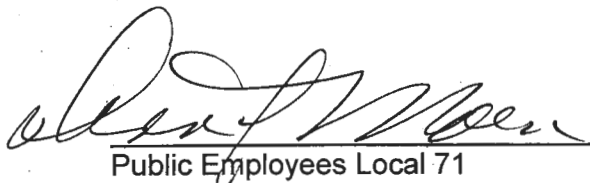
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Article 4.5 ~~Non-Cashable Sick Leave Account~~

~~Non-cashable sick leave accounts were frozen for those employees that accrued non-cashable sick leave on August 26, 2002. Effective the first pay period on or after Assembly approval all Non-Cashable Sick Leave Account balances will be transferred to the employees Non-Cashable Annual Leave Accounts.~~


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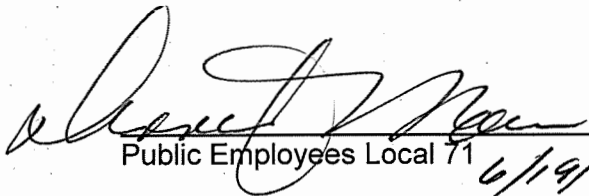
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Article 4.6 Cash Value of Accrued Leave

- A. Annual leave has no cash value, except as provided in 4.3.3 while an employee remains actively employed.
- B. Upon termination for any reason, employees shall be entitled to payment for their unused annual leave balance based on their factored rate of pay at the time of termination.
- C. Cashable sick leave available under 4.3.3 B shall be paid to employees based on the factored rate of pay at time of cash-in or usage.


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Article 4.7 Bereavement Leave

A ~~R~~regular full time employee shall be granted three (3) working days of paid bereavement leave for bereavement of a deceased ~~an~~ immediate family member while in Alaska, or four (4) working days if travel out of state is required., for a deceased member of the immediate family. The definition of "immediate family" for the purpose of Article 4.7 Bereavement Leave, shall be: spouse, child, mother, father, brother, sister, grandmother, grandfather, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-relationship, person for whom the employee has been appointed as legal guardian, same sex domestic partner as defined by the MOA, and/or other family member who resides permanently with the employee. Such Bereavement leave shall is not be deducted deductible from the employee's accrued annual or sick leave account.; however, At the employee's request, annual other appropriate leave may shall be approved. for up to fourteen (14) calendar days

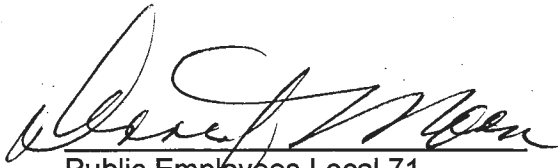

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Article 4.8 Blood Donation Leave

Employees shall be eligible for leave entitled to four (4) hours of paid time off per calendar quarter to donate blood, in accordance with the procedures outlined in MOA P&P 40-1 effective March 8, 1996.



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Article 4.9 Court Leave

A. ~~Employees~~ called for jury duty shall be treated as being on approved paid court time off leave. Service in court when subpoenaed as a witness for the Municipality or to testify as an expert witness in a matter relating to their position with the Municipality or to testify in a matter directly related or as a result of their employment with the Municipality will be treated the same as jury duty. Fees paid by the court, other than those for an employee's appearance at any time outside the employee's regularly scheduled shift, for travel, parking and subsistence allowances, shall be treated in accordance with Municipal policy.

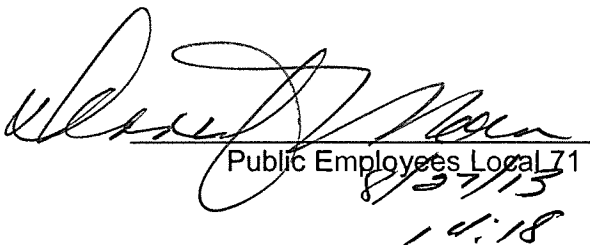
B. ~~An~~ employees shall provide their agency department head with a copy of a notice of call for jury duty ~~or a subpoena requiring their attendance in court immediately upon receipt by the employee.~~ When excused or released from jury duty for the day, the employee shall return to work immediately, allowing for delay for the period of time reasonably necessary to travel to and from home to change into work clothing. Reasonably necessary paid time is not to exceed thirty (30) minutes.

C. ~~Employees called to court or jury duty shall be temporarily reassigned to a day shift beginning at 8:00 a.m. for the day(s) of such court or during the period of time when required to call in for jury, while seated on a jury, or when subpoenaed. duty and shall be compensated at their factored rate of pay; provided that such days are part of their regularly scheduled workweek. Such paid time off shall be for the hours the employee was otherwise scheduled to work and shall not be deducted from the employee's personal annual leave account.~~

~~Employees called for court or jury duty in the morning shall report directly to the Clerk of the Court rather than the job site. When excused or released from jury duty for the day, the employee may delay reporting for work for the period of time reasonably necessary to change into work clothing.~~

B. ~~During court leave, employees shall be paid their factored rate of pay. Fees paid to the employee by the court, exclusive of travel, parking, and subsistence allowances, shall be deducted or remitted in accordance with MOA P/P 40-15.~~

D. Employees shall be paid their factored rate of pay for any time they are scheduled to work and are required to report to jury duty.


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Article 4.10 **Military Training/Duty Leave**

A. Any regular employee who is ordered to report to active duty training or active duty in the Army, Navy, Air Force, Coast Guard, Marine Corps, National Guard or organized military reserves of the United States shall be allowed up to ~~member of the a branch or component of the U.S. Armed Forces, and who has received duty authorized orders to attend military paid duty, shall be allowed up to~~ fifteen (15) working days leave per calendar year for such purpose. During such leave, employees shall be paid the difference in their factored pay and their military pay. Such military leaves shall not be deducted from accrued annual leave. Employees ordered to attend additional periods of military duty may take annual leave or leave without pay for such duty.

B. Military leave without pay.

1. An employee ordered to active military duty shall upon request be entitled to up to four years of military leave without pay for the purpose of fulfilling the employee's military commitment. An employee so ordered may request up to a one-year extension if the employee's military commitment exceeds four years.
2. An employee placed on leave without pay under this subsection will:
 - a. Remain a Municipal employee.
 - b. Be reinstated in accordance with Article 3.
 - c. Have the opportunity to purchase health insurance in accordance with the health plan and federal and state law.
 - d. May elect to use paid annual leave or elect leave without pay.
3. A reinstated employee shall be reemployed in such a manner as to give the employee such status in employment as the employee would have enjoyed if the employee had continued in that employment
4. An employee placed on military leave without pay may be replaced by temporary or substitute employees, depending on the needs of the agency and the anticipated duration of the leave
5. To the extent that an employee is guaranteed rights under federal or state law which exceed the benefits contained in this subsection, the applicable law will apply.


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Article 4.11 ~~Occupational Injury/Illness~~ Injury Leave

- ~~A. Any regular employee who experiences an injury/illness in the course of performing work duties, and who receives Workers' Compensation benefits due to that injury, shall be eligible for injury/illness leave as provided in the provisions of this Article. If an employee fails to return to work within one (1) year after the date of the original injury, the Director of Employee Relations, or his designee, may terminate the employee's employment. An employee who is temporarily unable to perform regular job duties due to the occupational injury/illness, will be offered a temporary light duty assignment for which he is qualified and capable when the physician provides a written release to work with restrictions. If an employee performs a temporary light duty assignment, he shall be compensated their factored rate of pay. Light duty assignments will not exceed five hundred twenty (520) hours (either in a block period of time or intermittently).~~
- ~~B. While an employee is receiving Workers' Compensation time loss benefits administered by the Workers' Compensation Third Party Administrator, on injury leave, health and life insurance coverage shall be continued in the manner prescribed by the Director of Employee Relations, or his designee.~~
- ~~C. If a medical provider determines an employee is unable to return to work due to a work related injury/illness, the employee will be placed on leave. If the employee is scheduled to work, the employee may elect to use paid leave to satisfy the requirements of the Workers' Compensation waiting period, not to exceed three (3) days. If the employees' disability extends beyond twenty-eight (28) calendar days, the employee shall be compensated for the first three (3) days of time loss by the Worker's Compensation Third Party Administrator in accordance with the Alaska Workers' Compensation Act. The employee will receive any eligible time loss benefits (wage replacement) from the Workers' Compensation Third Party Administrator. The MOA will not replace leave used for this purpose.~~
- ~~D. Employees released to temporary light duty are encouraged to schedule injury/illness related medical appointments during off-duty hours. If the employee is unable to schedule the injury/illness related medical appointment during off-duty hours the employee shall be released from work and allowed reasonable time to attend the appointment, up to a maximum of four (4) hours per week, including travel time. The employee shall return to work for the remainder of the shift following the medical appointment unless approval not to return to work is obtained from the employee's supervisor.~~

~~Employees released to full duty are encouraged to schedule injury/illness related medical appointments during off duty hours. If the employee is unable to schedule the injury/illness related medical appointment on a day off, during off duty hours, the employee shall be released from work and allowed reasonable travel time to and from the appointment, up to a maximum of two (2) hours, including travel time, within the first thirty (30) calendar days after release to full duty. The employee shall return to work for the remainder of the shift following the medical appointment, unless approval not to return to work is obtained from the employee's supervisor.~~

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~~In either case, the employee is required to provide the supervisor with documentation that the medical appointment was attended and was due to the occupational injury/illness. If documentation is not provided, the employee will be required to utilize paid or unpaid leave. This Subsection is only applicable for one (1) year following the date of the original injury/illness.~~

~~E. The Municipality's responsibilities under this Article shall terminate upon the occurrence of any of the following:~~

- ~~1. As of the date on which the employee is declared by a physician to be permanently disabled, or in which a retirement plan commences to make disability or retirement payments to the employee;~~
- ~~2. As of the date on which the employee returns to work with an unrestricted medical release, or on which he first engages in any occupation for wage or profit other than alternate duties for the MOA;~~
- ~~3. At the end of one (1) year following the date of the original injury/illness; however, the time the employee spends performing unrestricted duties shall not be included in calculating the one (1) year period; or~~
- ~~4. Cancellation/denial of the employee's Workers' Compensation claim.~~

~~F. An employee who sustains an occupational injury/illness shall satisfy the following conditions:~~

- ~~1. The employee shall make a complete report of the injury/illness to the MOA, including all forms and documentation;~~
- ~~2. The employee shall cooperate with the Director of Employee Relations, or his designee, to prepare and submit all forms and information related to the employee that the Director may request; and~~
- ~~3. The employee shall cooperate fully with the Municipality's Workers' Compensation Third Party Administrator.~~

~~G. An employee who has been medically declared to be permanently unable to return to their regular job, or who has not returned to their job in a full duty capacity for one (1) year following the date of original injury/illness, may be medically separated from MOA employment.~~

~~An employee who has been previously released to full, unrestricted duty, and who is not working one (1) year from the date of the original injury/illness based on the same Workers' Compensation injury/illness, will be evaluated on a case-by-case basis and may be medically separated from MOA employment.~~

~~Every effort will be made by the MOA to assist the employee with eligibility benefits and to offer other MOA employment in vacant MOA positions for which the employee is qualified.~~

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4.11.1 Eligibility.

Any regular employee shall be eligible for injury leave who (1) is injured in the scope of employment and is unable to fully perform the duties of the employee's job classification, and (2) receives time loss benefits under the Alaska State Workers' Compensation Act as a result of that injury. The employee shall provide the municipality's worker's compensation administrator with all requested documentation.

4.11.2 Period of eligibility.

All injury leave, including light duty, expires one (1) calendar year from the date of the original injury. If an employee is unable to perform the duties of the employee's job classification with or without a "reasonable accommodation" for a qualifying disability under the Americans With Disabilities Act (ADA) within one (1) calendar year after the date of the original injury, the Director may terminate the employee. An employee shall not be eligible for injury leave or any light duty for any recurrences or exacerbation(s) of the original injury after the one (1) calendar year has elapsed, unless part of a "reasonable accommodation" for a qualifying disability as defined by the ADA.

4.11.3 Light duty.

An employee on injury leave who is unable to fully perform the duties of the employee's job classification may be required to perform modified or alternate duties if available and at the discretion of the Agency Head. The employee shall be capable and qualified to perform the assigned work. The employee shall be compensated at the employee's factored rate of pay. Employees may be assigned to work light duty.

4.11.4 Medical appointments.

An employee on light duty who is working full time is encouraged to schedule doctor's appointments during off hours. If an employee is unable to schedule injury related medical appointments during non-work hours, the employee shall be released from work for no more than two hours per week, including travel time, for one year from the date of the original injury. The employee shall not be charged leave for those two hours per week. The employee shall return to work for the remainder of the shift following the medical appointment.

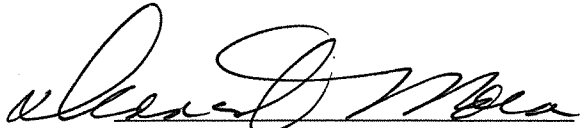
4.11.5 Health and insurance benefits.

An employee who is on injury leave and receiving Workers' Compensation time loss benefits shall maintain health and insurance benefits. The employee shall be responsible to pay the employee portion of the employee's elected benefits.

4.11.6 Waiting period.

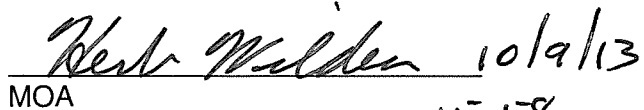
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An employee may elect to use the employee's paid leave or leave without pay to satisfy the three day waiting period requirements of the Alaska State Workers' Compensation Act.



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Article 4.12 Leave Without Pay

Leave without pay may ~~take any of the forms stated in this Article, and may be granted~~ by the Director of Employee Relations, or ~~his designee~~, upon request by the employee and recommendation of the department head, and upon consideration of the particular needs of the employee and the department involved. Leave and benefits shall not accrue during leave without pay except as provided in this Article. The employer-employee relationship shall be maintained during a period of leave without pay, but no other compensation shall be paid by the ~~MOA~~ municipality.

Article 4.17 provides for family leave. Additional periods of leave without pay directly following family leave may be requested by an employee and may be approved by the director upon recommendation of the agency head. The periods of unpaid family leave will count toward the maximum periods of leave without pay available under this article.

Leave without pay may be requested however, with the exception of military leave without pay, approved leave without pay may not exceed one hundred and eighty (180) calendar days during a rolling three hundred and sixty-five (365) day period, unless otherwise provided by law.


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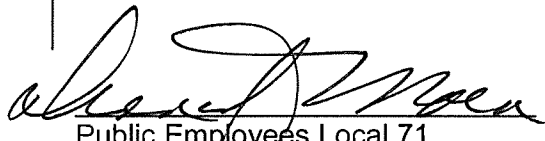

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~~Article 4.15 Personal Leave Without Pay~~ 4.12.1 Requirements

A. ~~Requirements:~~ The Director of Employee Relations, or designee, may grant ~~personal leave without pay~~ to employees who request such leave when:

1. The employee has stated a legitimate ~~personal reason to support on~~ his/her ~~the~~ leave request application;
2. The ~~agency department head~~ certifies that the ~~agency department~~ is able to perform adequately if the leave is granted;
3. The employee has exhausted ~~his annual paid leave accounts~~;
4. The initial leave is granted for no more than ~~three (3) months~~ ninety (90) calendar days, with the possibility of one (1) extension for an additional ~~three (3) months~~ ninety (90) calendar days upon the same conditions; and
5. For periods over 30 consecutive days, the employee shall ~~may be entitled~~ eligible to receive medical and life insurance benefits ~~only if he pays for them in the manner prescribed by the Director of Employee Relations, or his designee in accordance with the applicable Plan.~~

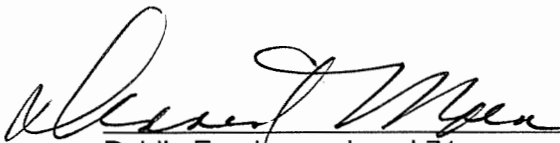

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4.12.2 Replacement Of Employee On ~~Personal~~ Leave Without Pay:

Employees on approved ~~personal~~ leave without pay may be replaced by ~~seasonal~~temporary or full-time employees, depending on the needs of the agency ~~department~~ and the duration of the ~~personal~~ leave without pay. If it has been necessary to appoint a regular employee to replace the employee on personal leave without pay, the agency concerned shall appoint returning employees to a comparable position within the agency, or arrange for appointment in another agency of the Municipality in a comparable position, if available, and if not, the employee shall be treated as having been laid off and shall be eligible for re-employment in accordance with the provisions of Article 3.6, Layoff And Recall From Layoff. Employees shall resume their positions upon completion of the approved leave without pay.


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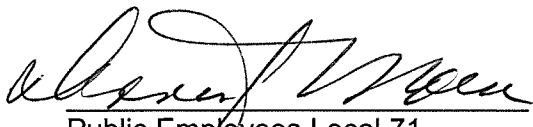
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~~Article 4.13 Medical Leave Without Pay~~

~~A. Requirements: The Director of Employee Relations, or his designee, may grant medical leave without pay to employees who request such leave when:~~

- ~~1. The employee has a documented medical reason which outlines the specific nature of the disability, giving the date the disability began and estimating the date when the employee will be able to return to employment.~~
- ~~2. The agency head certifies that the agency is able to perform adequately if the leave is granted.~~
- ~~3. The employee has exhausted his annual leave.~~
- ~~4. The initial leave is granted for no more than three (3) months, with the possibility of one (1) extension for an additional three (3) months upon the same conditions.~~
 - ~~a. For the first three (3) months of medical leave without pay, the employee shall receive medical and life insurance coverage, as determined by the Director of Employee Relations, or his designee. Thereafter, the employee shall be entitled to receive such benefits only if he pays for them in the manner prescribed by the Director of Employee Relations. When taken for reasons that qualify for FMLA and/or AFMA, the medical and life insurance coverage will run concurrently with the family leave.~~
- ~~5. The employee schedules the leave in advance, when possible.~~

~~A. Replacement Of Employee On Medical Leave Without Pay: Employees on approved medical leave without pay may be replaced by seasonal or full-time employees, depending upon the needs of the agency and the anticipated duration of the leave without pay. If it has been necessary to appoint a regular employee to replace the employee on medical leave without pay, the agency concerned shall appoint returning employees to a comparable position within the agency, or arrange for appointment in another agency of the Municipality in a comparable position, if available, and if not, the employee shall be treated as having been laid off and shall be eligible for re-employment in accordance with the provisions of Article 3.6, Layoff And Recall From Layoff.~~


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Article 4.14 ~~Educational Leave Without Pay~~

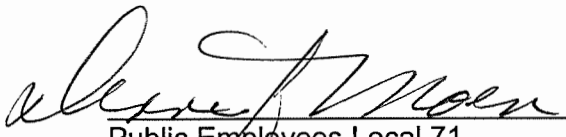
A. ~~The Director of Employee Relations, or his designee, may authorize educational leave without pay to allow the employee to complete formal undergraduate or advanced degree requirements, if:~~

- ~~1. Such education will be of benefit to the Municipality;~~
- ~~2. The employee has been employed by the Municipality for at least two (2) years;~~
- ~~3. The employee has exhausted all of his annual leave;~~
- ~~4. The agency head has certified that the employee's absence is unlikely to have a serious effect upon the agency's performance; and~~
- ~~5. No educational assistance shall be provided to an employee on educational leave without pay.~~

B. ~~A maximum of one (1) year may be granted for educational leave without pay.~~

C. ~~**Benefit Entitlement:** An employee on educational leave without pay may pay for health and insurance coverage, as determined by the Director of Employee Relations, or his designee.~~

A. ~~**Replacement Of Employee On Educational Leave Without Pay:** Employees on approved educational leave without pay may be replaced by seasonal or full-time employees, depending on the need of the agency and the duration of the educational leave without pay. Employees shall resume their positions upon completion of educational leave without pay. If it has been necessary to appoint a regular employee to replace the employee on education leave without pay, the agency concerned shall appoint returning employees to a comparable position within the agency, or arrange for appointment in another agency of the Municipality in a comparable position, if available, and if not, the employee shall be treated as having been laid off and shall be eligible for re-employment in accordance with the provisions of Article 3.6, Layoff And Recall From Layoff.~~


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Article 4.16 Programmed Leave Without Pay

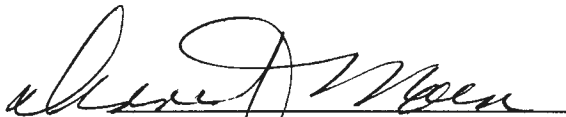
A. **Requirements:** If an agency department head suspends the work performed by an employee for more than one (1) week, but no more than eight (8) work weeks in a calendar

year, the employee may choose to be laid off pursuant to Article 3.6 of this Agreement, or to take programmed leave without pay, if that option is offered by the Director of Employee Relations, or his designee. An employee who is on programmed leave without pay may choose to use annual leave for any portion of that leave.

B. **Duration:** No more than sixty (60) days of programmed leave without pay shall be available pursuant to any one suspension of work by an agency head.

C. **Benefits:** An employee on programmed leave without pay shall continue to receive life and health insurance coverage, as determined by the Director of Employee Relations, or his designee, but annual leave shall not accrue during that time.

D. **No Employee Replacement:** No employee on programmed leave without pay shall be replaced at any time by reason of such leave, nor shall the work of his or her position be assigned to another employee.


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Article 4.17 Family Leave

It is the policy of the Municipality to comply with the provisions of The Alaska Family Leave Act (AFLA) (AS 23.10.500 - .550) and the Family and Medical Leave Act (FMLA) of 1993 (FMLA) (29 C.F.R. 825 Public Law 103-3) provides an eligible employee job protection leave for certain family and medical reasons. This article is intended to comply with the requirements of those Acts. The terms used in this article have the meanings defined in those Acts. Leave as described in FMLA, AFLA, or both is referred herein as family leave.

A. Family Leave Eligibility

1. ~~An AFLA eligible employee shall have been employed by the Municipality for at least 35 hours a week for at least six (6) consecutive months or for at least 17.5 hours a week for at least twelve (12) consecutive months immediately preceding the leave.~~
2. ~~A FMLA eligible employee shall have worked for the Municipality for 1,250 hours during the past twelve (12) consecutive months, immediately preceding the leave.~~
3. ~~Eligibility for Family Leave is not gender based and is available to both male and female employees.~~
4. ~~In all circumstances, it is the Municipality's responsibility to invoke the employee's Family Leave entitlements and protections upon receipt of information that the eligible employee is requesting leave for a qualifying family leave condition, commencing with the first day of Family Leave.~~

~~The parties recognize that in the event that an employee is eligible under both AFLA and FMLA, such entitlements shall run concurrently.~~


Public Employees Local 71


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Article 4.17.1 Family Leave Entitlement and Notice Requirements.

- A. ~~An eligible employee shall be entitled to job protection leave for the duration of leave entitlement pursuant to the Federal Family Medical Leave Act, for any approved qualifying reason pursuant under the Federal Family Medical Leave Act.~~
- B. ~~An eligible employee shall be entitled to job protected leave for the duration of leave entitlement pursuant to the Alaska Family Leave Act, for any approved qualifying reason pursuant under the Alaska Family Leave Act.~~
- C. **Limitations on Eligibility.** An employee's eligibility for Family Leave for birth or placement of a son or daughter expires 12 months after the birth or placement.
- D. ~~Where the need for Family Leave is foreseeable based on an expected birth or placement or for planned medical treatment, the employee shall provide the agency head with not less than 30 days' notice before the date the leave is to begin. However, if such notice is not possible, the employee shall provide such notice as is practicable. Family leave shall be granted to eligible employees in accordance with the requirements of FMLA and/or AFLA, except to the extent that other leave options provide a family leave benefit more generous to employees than FMLA and/or AFLA.~~

Article 4.17.2. Certification


- A. ~~Employees requesting Family Leave shall provide certification of the circumstances on which the request is being made including the statement of a health care provider of the employee's pregnancy, spouse's pregnancy or a serious health condition of the employee or the employee's spouse, son, daughter or parent and documentation of placement or adoption proceedings.~~
- B. ~~Prior to returning to work, employees who have been on Family Leave due to their own serious health condition shall present a certificate from the employee's health care provider that the employee is able to resume work.~~

Article 4.17.3 Measuring Period

~~The twelve (12) month period during which an employee is eligible for Family Leave shall be the "rolling" 12-month period measured forward from the date the employee's first Family Medical Leave begins.~~


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Article 4.17.4-2 Coordination with Other Leave

A. Employees requesting Family Leave shall first exhaust their accrued annual and sick ~~eligible paid~~ leave before utilizing leave without pay. However, at the employee's discretion, a maximum of forty (40) hours of accrued annual leave may remain in the employee's leave account.

B. ~~An occupational injury/illness resulting in time loss from work is considered Family Leave because of a serious health condition that makes the employee unable to perform the functions of his job. Family leave under these conditions run concurrently with Workers' Compensation time loss.~~ Occupational injury/illness leave is considered family leave if it is a serious health condition that makes the employee unable to perform the function of the job.

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H.M.
K.C. Employees who have exhausted their Family Leave may request ~~Leave Without Pay~~ under the provisions of sections 4.12 and 4.14. The leave without pay may be requested by an employee and may be approved by the director upon recommendation of the agency head. The period of family leave will count toward the maximum periods of leave without pay available.

Eligible paid leave includes the following: Cashable annual leave, cashable sick, and non cashable annual.

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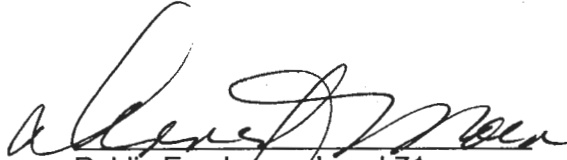
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PUBLIC EMPLOYEES, LOCAL 71

Article 4.17.5-3 Benefit Entitlement

Health insurance coverage for employees on Family Leave shall be maintained on the same basis as such coverage is available to an employee who is actively at work during the first twelve (12) weeks of Family Leave during the measuring period. Employees on Family Leave extended family leave under AFLA (-beyond the first twelve (12) weeks in the measuring period) shall be eligible for such coverage only to the extent he or she pays for it may receive (or pay) for such health coverage in a manner prescribed by the Director.


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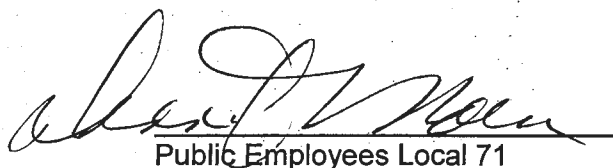
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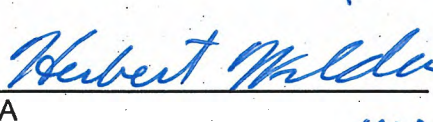
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Article 4.17.6.4 Replacement of Employee on Family Leave

Employees on Family Leave may be replaced by ~~full-time or temporary~~, seasonal or full time employee(s) depending on the needs of the agency and the duration of the Family Leave. Employees shall resume their positions upon completion of Family Leave.


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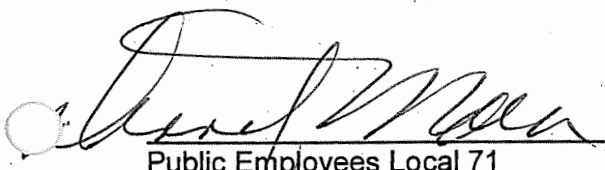
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Article 4.18 Unauthorized Absences

- A. Any employee who is absent from duty shall report the reason to his first line non-represented supervisor as soon as possible. Unauthorized or unreported absences shall be reported as absence without pay, and may be cause for disciplinary action. An employee who has sustained an occupational injury/illness, and has not provided the MOA with the required report of injury or the medical certifications to be off work, is considered to be on unauthorized or unreported absence, except in cases of extreme emergencies or supervisory approval.
- B. The Employer may require a medical certification before returning to work if there is reason to believe malingering is suspected. An employee who falsely claims a medical use of personal leave is subject to disciplinary action.


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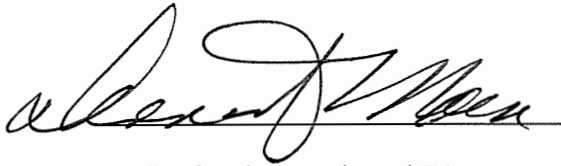
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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 5 COMPENSATION



Public Employees Local 71

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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 5 COMPENSATION

Article 5.1 **Wage Rates** (wage scales in Section 11 will be adjusted appropriately once TA'd)

Wages paid to employees shall be as specified in Article 11 of this Agreement. All employees will be compensated under a pay range and step system.

The wage schedule specified in Article 11.2 of this Agreement shall be adjusted as follows:

- ~~1. Effective the first full pay period on or after Assembly approval, the hourly wage rates shall reflect an increase of two and seven-tenths percent (2.7%) as specified in Article 11.2.~~
- ~~2. In lieu of retroactively applying the 2008 wage increase back to the first full pay period on or after January 1, 2008, regular full-time employees will receive a lump sum payment of twenty dollars (\$20.00) and seasonal employees will receive a lump sum payment of sixteen dollars (\$16.00) per week based on the number of weeks the employee was in a paid status January 7, 2008 until the contract is approved by the Assembly and the 2008 wage increase goes into effect.~~
1. Effective the first full pay period on or after January 1, 2009 2014, the hourly wage rates shall reflect an increase of three one and one-half percent (3 1.5%) as specified in Article 11.2.
- ~~4. Effective the first full pay period on or after January 1, 2010 2015, the hourly wage rates shall reflect an increase of one and one-half percent (1.5%) as specified in Article 11.2 3. shall be increased by the previous five (5) year average CPI-U, with a minimum of two and one-half percent (2.5%) increase and a maximum of three and nine-tenths percent (3.9%) increase.~~
- ~~5. Effective the first full pay period on or after January 1, 2011, the hourly wage rates in Article 11.2 shall be increased by the previous five (5) year average CPI-U, with a minimum of two and one-half percent (2.5%) increase and a maximum of three and nine-tenths percent (3.9%) increase.~~
- ~~6. The parties agree to reopen this agreement for the purposes of a wage adjustment for the years 2012 and 2013. The parties shall begin negotiations for the wage adjustment no later than October 1, 2011. In the event that the parties are unable to agree on the wage adjustment the dispute shall be resolved pursuant to AMG 3.70.~~



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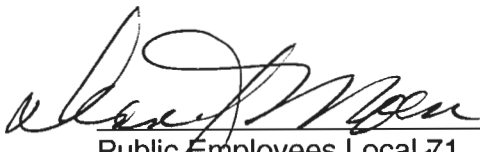


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PUBLIC EMPLOYEES, LOCAL 71

Article 5.2 Starting Rate On Initial Employment

- A. Original appointment to any position shall be made at the entrance rate, and advancement from the entrance rate to the maximum rate within a pay range shall be by successive steps. Upon recommendation of the Agency Head, the Director may approve initial compensation at a rate higher than the ~~minimum~~ entrance rate in the range for the class when the needs of the service make such action necessary, provided that any such exception is based on the applicant's experience and ability over and above the qualification requirements specified for the class, or if a critical shortage of applicants exists. Such approval shall be made in writing prior to appointment.
- B. Upon satisfactory completion of the probationary period after initial appointment or promotion, the employee's entrance pay shall be advanced one (1) increment to the next highest step in the pay range for the class to which his position is allocated. The probationary period may be extended and probationary increase withheld until successful completion of probation. Exceptions are:
1. Where this Agreement specifies elsewhere that no probationary increase shall result; or
 2. Where employees are promoted, appointed, or reappointed at the maximum step.
- C. Advancement from step to step within a pay range shall occur only on the anniversary date of the employee's employment in that classification or a higher classification in the same series. In the event of an upward reclassification or range change, the ~~merit~~ anniversary date shall remain unchanged.
- D. ~~Regular employees who are promoted to a classification which they have previously been seasonally flexed up to the higher classification shall have the hours worked in the higher classification counted towards advance step placement, not to exceed step three (3). A 1040 hour probationary period is required consistent with 3.2.B.~~


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Article 5.3 Overtime Pay

Employees shall be paid at one and one-half (1½) times their factored hourly rate of pay for ~~all~~ overtime worked at the direction of the ~~MOA~~ Municipality, unless a higher hourly rate of pay is required by law.

~~Article 10.5~~ 5.3.1 Overtime

A. Policy

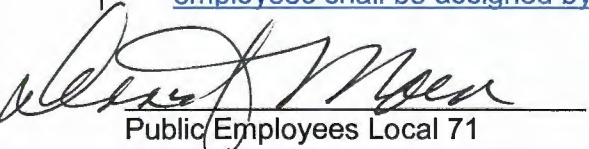
Overtime may be worked only when scheduled and directed by the ~~MOA~~ Municipality. All hours worked in excess of an employee's regularly scheduled shift on any given work day or forty (40) hours in any given work week shall constitute overtime.

B. ~~Voluntary~~ Overtime Rotation

Where the requirement to work overtime can be reasonably anticipated and scheduled, such overtime shall initially be offered on a rotating basis to qualified employees who have signed a volunteer list by classification at each work unit. Seasonal ~~and Temporary~~ employees will be placed at the bottom of the list in order of seniority. *as defined in 3.10 B H.W.*

Where necessary to maintain crew integrity, overtime shall initially be offered on a rotating basis to qualified employees by classification within each crew in order of seniority. Management shall determine if an employee is qualified. If no individuals accept the overtime then a qualified employee shall be assigned in inverse seniority within the crew in which the overtime occurs.

Undesired overtime shall be assigned in inverse order on a rotating basis by seniority by classification. ~~Seasonal and Temporary employees will not be included on the undesired overtime rotation.~~ The employer's obligation in assigning overtime off the volunteer list is limited to calling the employee first at work, if ~~he~~ the employee is on duty, and then at the employee's home or at a single contact number, which has been provided by the employee. An employee on leave or at work shall not lose their position on the voluntary overtime rotation list. Overtime work, which is continuous with the regular work assignment, need not be separated from the assignment. For call out overtime in emergency situations, preference shall be given to qualified employees on the volunteer list. If no individuals are available, qualified employees shall be assigned by the employer, as necessary.


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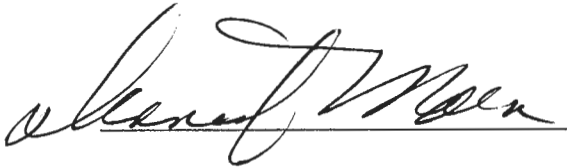

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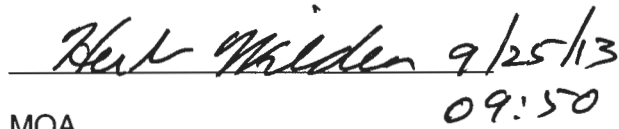
Article 5.4 Shift Differential

Employees shall receive shift differential premium pay per this article based upon the majority of continuous hours worked during their scheduled shift. In those cases where the hours worked are evenly split, the higher shift differential shall apply. ~~The start of an employees shift will not be established or changed solely to cause the majority of his/her hours to be paid at the lower shift differential rate.~~ The shift differential for swing shift is three percent (3%) of an employee's factored hourly rate of pay. The shift differential for the night shift is six percent (6%) of an employee's factored hourly rate of pay.



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PUBLIC EMPLOYEES, LOCAL 71

Article 5.5 — **Holiday Pay**

- A. ~~Except as modified by paragraph B below, full-time employees shall be paid eight (8) hours of pay at their factored rate of pay as holiday pay for each recognized holiday. All hours worked on a holiday shall be compensated at the employee's appropriate factored hourly rate with exceptions noted in 4.2.~~
- B. ~~If a full time employee on an alternate schedule, i.e., ten (10) or twelve (12) hour day's works on a holiday, the employee will receive regular pay for the hours worked and is entitled to ten (10) or twelve (12) hours of holiday pay.~~
- C. ~~If a full time employee is working an alternate schedule and does not work on the holiday, that employee will be entitled to holiday pay equal to his or her scheduled hours for that day, i.e., if a full time employee on a ten (10) or twelve (12) hour schedule does not work a holiday, that employee will be entitled to ten (10) or twelve (12) hours of holiday pay.~~


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PUBLIC EMPLOYEES, LOCAL 71

Article 5.6 Length of Service

The Length of Service for an employee who remains continuously employed by the Municipality shall be measured from the date of the employee's most recent date of hire for municipal employment and used to compute leave accrual rate, longevity/Service Recognition pay entitlement, and seniority excluding: is interpreted as "Total Continuous Municipal Service" which includes time worked in all positions and classes, including breaks in service as defined below. *N.W.*

1. Every day between the employee's layoff date and recall date with the Municipality.
2. Time spent by the employee in a seasonal or temporary position unless that employee moved directly from such seasonal or temporary position to a regular position without a break in service.


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PUBLIC EMPLOYEES, LOCAL 71

Article 5.6.1 ~~Length of Service Date Computation~~

~~Length of Service date is the date of original appointment to Municipal service advanced by the number of calendar days that total leave without pay or injury leave exceeds thirty (30) days during each calendar year and, for employees on the payroll as of January 1, 1981 only, by the number of years, months, and calendar days not worked between a separation and a reinstatement or re-employment. Length of service date computation will not be bridged for leave accrual or longevity pay. Time served in seasonal appointment shall be included only for employees who move directly from such seasonal appointment to a regular position with no break in service.~~

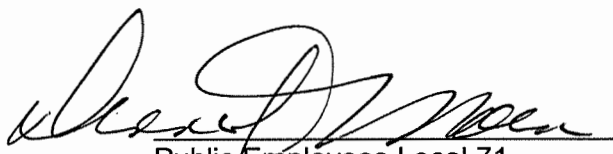

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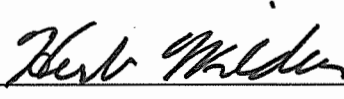

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Article 5.6.2 ~~Length of Service Date Determines~~

~~When the annual leave accrual rate changes; or~~
~~When an employee is entitled to a Service Award.~~


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Article 5.6.1 Service Recognition and Performance Step Programs

Regular employees hired/rehired on or after July 1, 2013 are not eligible for Service Recognition (SRP) or Performance Step Program (PSP) pay.

Regular employees hired prior to July 1, 2013 are eligible for PSP pursuant to Article 5.6.3

Article 5.6.2 **Service Recognition Pay**

Service Recognition pay is additional pay for length of continuous service. The Service Recognition Program (~~SRP~~) will freeze effective September 30, 2008. Those employees qualifying for service recognition pay on September 30, 2008 shall continue to receive that level of pay, but will not continue to advance to any additional steps, if applicable.

Regular employees hired on or after January 1, 1981 may be eligible to receive Service Recognition pay. Employees receiving Service Recognition pay as of September 30, 2008 shall continue to be eligible unless they resign, are laid off for longer than one (1) year without re-employment, or are discharged for cause. Service Recognition pay will be paid only to employees who were receiving Service Recognition pay prior to October 1, 2008 as follows:

- 103.5% of base pay after ten (10) years of continuous service.
- 107.0% of base pay after fifteen (15) years of continuous service.
- 110.5% of base pay after twenty (20) years of continuous service.

Article 5.6.3 **Performance Step Program**

~~Regular employees are eligible to participate in the Performance Steps Program (PSP).~~
Regular Employees who were hired on or before January 1, 1981 who are entitled to longevity pay will not be eligible for additional step increases through the PSP. If employees receiving service recognition pay choose to participate in the PSP, their pay shall be adjusted to reflect the difference between the SRP and the PSP once the PSP criteria has been obtained.

~~As of~~ Effective October 1, 2008, regular employees hired prior to July 1, 2013 ~~may~~ are eligible to participate in the PSP pursuant to the following requirements and shall be required to meet the criteria to obtain steps 5 and 6:

1. Participation begins only after an employee has reached step 4 on the pay schedule.
2. Employees must complete eight (8) cumulative quarters successfully for each step.
3. Eligible employee may begin the program at the start of the next quarter after meeting eligibility requirements.
4. Employees shall notify their department head of their intention to begin the program.

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5. Each quarter shall be signed off by the supervisor and the employee to reflect satisfactory or unsatisfactory completion of the quarter.

Successful completion of the following shall be deemed as having met the criteria to advance:

1. Safety.
 - a. No preventable accidents, preventable incidents, moving violations, or citations on the job.
 - b. Attends a minimum of two (2) safety meetings per quarter.
 - c. Follows safe practice rules.
2. Dependability/Reliability.
 - a. Attendance and punctuality.
 - b. Zero unauthorized absences each quarter.
 - c. No more than three (3) non-scheduled days of leave absence per quarter.
3. Service/Initiative
 - a. A substantiated, valid complaint resulting in formal counseling or a disciplinary action report (DAR) eliminates eligibility for that quarter.
 - b. Meets management objectives by following department methods and techniques; and when possible, contributes and applies new efficiency, cost savings and/or productivity methods or techniques.*
 - c. Is a team player; works cooperatively and displays positive attitude.*

* The supervisor will be required to provide documentation in order to eliminate eligibility for that quarter.

4. Upon the successful completion of eight (8) quarters, an employee shall receive an additional six and one-half percent (6.5%) of the rate of pay or their current SRP, whichever is greater. The employee shall then be eligible to enter into the second step of the PSP.
5. Upon the successful completion of eight (8) additional quarters in the second step of the PSP, an employee shall receive an additional six and one-half percent (6.5%) of the rate of pay for a total combined SRP and PSP pay and of thirteen percent (13%) above the base rate of pay.

Service Recognition Pay (SRP)	Performance Step 1: 6.5% (PSP)	Performance Step 2: 6.5% (PSP)	Total Service Recognition and Performance Step Pay
No SRP	6.5% PSP	6.5% PSP	13%
3.5 % SRP	3.0% PSP	6.5% PSP	13%
7.0% SRP	0% PSP	6.0% PSP	13%
10.5% SRP	0% PSP	2.5% PSP	13%

Final approval for granting the performance step is made by the department head in consultation with his senior executive.

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The decision is not grievable, however it is appealable. A committee of two (2) bargaining unit members selected by the Union and two (2) Management members shall be formed as an appeal committee. The appeal committee shall attempt to resolve any appeals made by an employee who is alleged to have not met the criteria during any quarter. Appeals shall be filed and heard in an expeditious manner. If the committee is unable to resolve the matter to the employee's satisfaction, the appeal shall be heard by the Union business representative and the Employee Relations Director or designee. If the employee is not satisfied with the findings of the business representative and Employee Relations Director, the final appeal shall be to the Senior Executive overseeing that department. The decision by the Senior executive is final and is not grievable under the terms of this Section.


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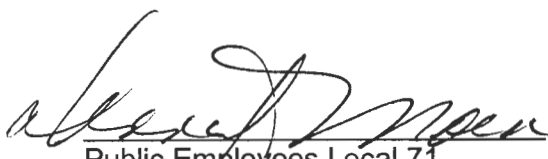
PUBLIC EMPLOYEES, LOCAL 71

Article 5.8 On-Call Pay

~~Employees who are in on-call status at the direction of the MOA shall be paid two (2) hours of pay at their factored straight time rate for each work day or portion thereof spent in on-call status.~~

When an employee must remain available to be called out to work on short notice they shall be considered in On-Call status.

No employee shall be in On-Call status unless scheduled for such work by the MOA. The rules and requirements applicable to employees in On-Call status shall be determined by the management of the department within which the On-Call employee is employed. On-Call assignments will be made on a rotation basis from a list established by the MOA. Employees who are in On-Call status at the direction of the MOA shall be paid two (2) hours of pay at their factored straight time rate for each calendar day or portion thereof spent in On-Call status. Time spent in On-Call status does not count as hours worked for purposes of determining overtime eligibility within the workweek.

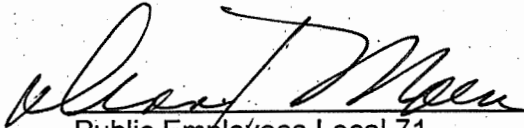

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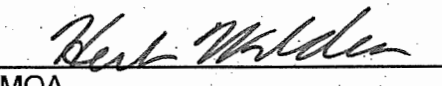

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Article 5.9 Call Out Pay

Call out occurs when the MOA requires an employee to come to work to perform unscheduled and unanticipated work after they have completed their regularly scheduled shift on a work day. Employees who are working in call out status shall be compensated at one and one-half (1½) times their factored rate of pay for all hours worked with a guarantee of at least four (4) hours of pay at the factored straight time rate for each call out. If an employee is called out more than once in one four (4) hour period, a new call out guarantee shall not be established.


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Article 5.10 Wait Time ~~Pay~~

Status of an employee when commencement or continuation of work has been delayed by order of the MOA and the employee has been ordered to remain available and ready to commence or continue work *is considered wait time.* *R.M.*

Employees in wait time status shall ~~be compensated at their applicable rate of pay.~~
continue to be paid during this time.

~~Article 10.10 Wait Time~~

~~When employees are required to wait because of temporary breakdown or shortage of materials, temporary weather conditions, or for any other cause beyond their control, no time shall be deducted from this period.~~


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PUBLIC EMPLOYEES, LOCAL 71

Article 5.11 Travel Pay

Employees performing work related travel at the direction of the MOA shall be compensated and/or reimbursed as specified in MOA Policy and Procedure 68-1, ~~and~~
~~68-2~~ Employee Travel Approval, Travel Expenses and Per Diem.


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~~Article 5.12 Meal Allowance~~

~~Where employees are given a meal break when working more than four (4) hours beyond their scheduled shift, they will be paid nine dollars (\$9.00) to partially cover the cost of the meal.~~

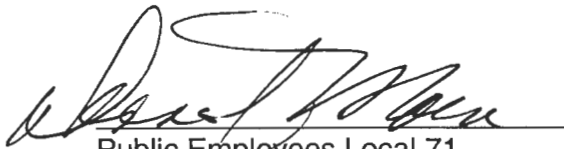
Note: Meal Allowance will end effective the first full pay period following CBA ratification by the Assembly.


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Article 5.13 Deductions From Pay

The ~~MOA-Municipality~~ may deduct monies owed to the ~~MOA-Municipality~~ under any ~~MOA-Municipal policy or~~ program in which the employee is participating which calls for payroll deductions, such as tuition reimbursement and ~~dues check-off~~ benefit deductions. ~~The MOA-Municipality may not make any other deductions from employee pay except as authorized by law or Municipal policy, in such cases the employee shall be notified in writing prior to any deductions. written agreement with the employee. Any such written agreement must be concurred in by the Union.~~ The Municipality may make other deductions from employee pay as authorized by law, Collective Bargaining Agreement, or written agreement with the employee.


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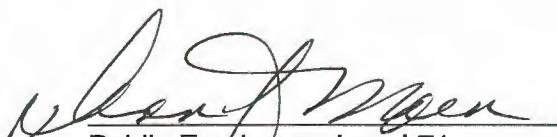

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~~Article 5.14 Work In Different Classification~~

~~Assignment to work in a higher or different classification must be made by a MOA Non-representative supervisor other than the employee whose position is being filled.~~

- ~~A. When an employee is temporarily assigned to work two (2) or more consecutive hours in a higher classification, within the bargaining unit, the employee will be compensated for all hours worked in the higher classification at step 1 in the higher classification or five (5) percent above his or her current rate of pay, whichever is greater.~~
- ~~B. When an employee is temporarily assigned to work in a lower classification, the employee will be compensated for all hours worked in the lower classification at his factored rate of pay.~~
- ~~C. This article shall cover employees assigned in a training capacity only when the employee is the sole operator and their performance is not being continuously monitored on-site at the time. Employees assigned in a training capacity that are accompanied by another operator for training purposes, or whose performance is being continuously monitored on-site is not covered by this article.~~
- ~~D. The MOA shall designate an employee to perform the duties of leadman on a shift or job with a regularly assigned foreman or leadman when the foreman or leadman is absent for at least two (2) hours. The employee shall be compensated at five (5) percent above his or her current rate of pay for performing the duties of leadman or foreman.~~
- ~~E. Comfort and lunch breaks, and activities incidental to his duties of a foreman or leadman normally occurring during the day are not to be construed as absences.~~
- ~~F. When an employee is assigned to work two (2) or more consecutive hours in a higher non-represented classification, the employee shall be compensated for all hours worked in the higher non-represented classification at ten (10) percent above the employees' current rate of pay.~~

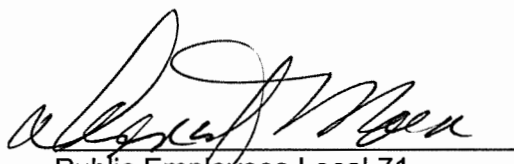

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PUBLIC EMPLOYEES, LOCAL 71

~~Article 5.14.1 Work In Different Classification — Eagle River Parks & Recreation~~

~~During the time in which Seasonal Employees are employed by Eagle River Parks & Recreation, assignments to work in a higher or different classification may be made to support and sustain the level of service, quality of work and productivity of the workforce. Employees may be temporarily assigned to a higher classification and pay step than provided for in 5.14.A at the discretion of the Eagle River Parks & Recreation Director. All other provisions of 5.14 shall remain in effect.~~

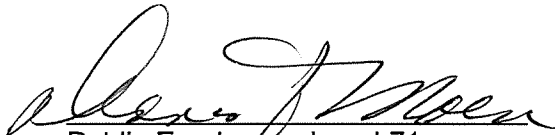

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MOA 9/25/13
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Article 5.15 **Reclassification Request**

An employee who believes that ~~he~~ they are consistently ~~performs~~ performing work in a higher established classification may file a request for reclassification in accordance with AMC 3.30.027 B, ~~which provides as follows:~~

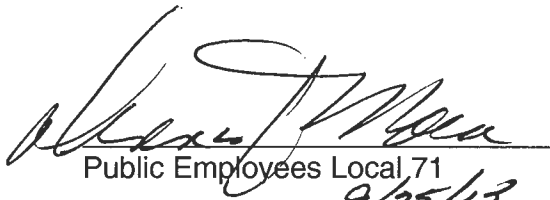
~~**Employee Requests:** Employees shall have the right to the consideration of requests they may have regarding the application of the classification and pay plans to their position. The employee shall make his request through his agency head, who shall forward the request with his comments and recommendations concerning the appropriate allocation to the Director for his review. The employee and the agency head will be advised in writing on the disposition of the request. (AO 79-195).~~


Public Employees Local 71
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Article 5.16 Pay Day and Pay Time

All employees covered by this Agreement will be paid every other week through automatic payroll deposit. ~~The Municipality will maintain its present practice of distributing paychecks by noon on each payday.~~ If a payday is a recognized holiday, then that payday shall be the last working day prior to the recognized holiday. ~~All paychecks shall be distributed by designated management personnel. The Municipality shall provide for automatic payroll deposit which employees may elect to use.~~


Public Employees Local 71
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Article 5.17 Errors in Pay

There shall be no liability on the part of the ~~MOA Municipality~~ with regard to the preparation and delivery of paychecks other than for intentional misconduct. The ~~MOA Municipality~~ will reimburse an employee for any proven loss suffered by the employee as a result of intentional misconduct in the preparation and delivery of the employee's paycheck.

~~Confirmed discrepancies~~ Errors in pay, which is in variance with the timecard submitted, will be corrected by the ~~MOA Municipality~~ by the next payday ~~occurring more than seven (7) days after the discrepancy error in pay is verified and confirmed by Central Payroll.~~ In the event the ~~MOA Municipality fails to correct confirmed discrepancies errors in pay by the next payday~~ ~~occurring more than seven (7) days after the discrepancy is confirmed~~ the employee shall entitle the employee to receive eight (8) hours pay seventy-five dollars (\$75.00) for each calendar day after the payday during which the ~~discrepancy error in pay remains uncorrected.~~ Should there be a disagreement on whether an error in pay occurred the grievance procedure shall be utilized for resolution and the employee shall not be eligible for additional compensation as stated above.

Upon notification to the member, the ~~MOA Municipality~~ reserves the right to recover any overpayments in the same manner and same number of pay periods in which the overpayment occurred.

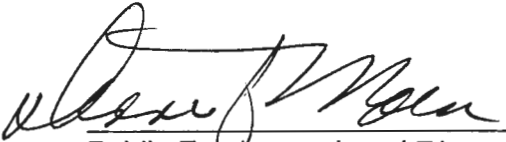

Public Employees Local 71
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MOA
9/25/13
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Article 5.18 Mid-Term Classification Changes

If, during the term of the Agreement, the Employer creates a new classification, the applicable ~~wage rate~~ grade is subject to negotiations and ~~arbitration~~, if necessary the grievance process.

The employer's decision to create a new classification is not subject to ~~arbitration~~ the grievance process.


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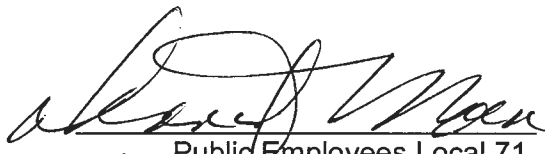
PUBLIC EMPLOYEES, LOCAL 71

Article 5.19 **Pyramiding Prohibited**

Pyramiding is defined as counting hours paid at a premium (multiplication factor of 1.50) in the calculation to determine if an employee has worked 40 hours or more in the work week.

Compensation shall not be paid more than once for the same hours under any provision of this Agreement. Hours worked for overtime, call-back and holiday pay shall not be pyramided or duplicated. ~~Payment of overtime will be calculated at the factored wage rate, shift premium and compounding of overtime will not be included in the calculation. Hours paid at an overtime rate shall only be credited once in the calculation of hours in the workweek for overtime purposes.~~


Once the time has been compensated at the applicable overtime rate, the time does not count again in determining if an employee has 40 hours of work in the work week making them eligible for overtime compensation.

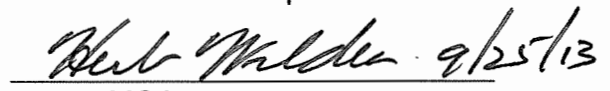

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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 6
BENEFITS


Public Employees Local 71
9/25/13
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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 6 BENEFITS

Article 6.1 Health and Welfare Program

A. **Health Care Plan**

Eligible employees shall be covered by the Health and Welfare Plan provided by the Public Employees Local 71 Trust Fund (Trust).

~~The Health Care Plan shall provide eligible employees a choice of Basic Benefit Plans that provide medical, hearing, dental, and vision coverage.~~

B. **Eligibility**

Full-time employees may be eligible to participate in health, life and disability programs subject to the provisions of the plan. Coverage is subject to the terms and conditions described in the plan booklet provided by the Trust.

C. **Municipal and Employee Contributions**

~~Effective the first of the month on or after Assembly approval, each eligible employee shall contribute fifty dollars (\$50.00) per month to the Union's Health Insurance Trust through payroll deduction.~~

~~Effective the first of the month on or after Assembly approval, and continuing the first (1st) of each month thereafter, the Municipality of Anchorage shall contribute one thousand one hundred dollars (\$1100) per month to the Union's Health Insurance Trust for each eligible employee.~~

~~Effective July 1, 2009, and continuing the first (1st) of each month thereafter, each eligible employee shall contribute fifty-five dollars (\$55.00) per month to the Union's Health Insurance Trust through payroll deduction. The Municipality of Anchorage shall contribute one thousand one hundred ninety dollars (\$1190.00) per month to the Union's Health Insurance Trust for each eligible employee.~~

~~Effective July 1, 2010, and continuing the first (1st) of each month thereafter, each eligible employee shall contribute sixty dollars (\$60.00) per month to the Union's Health Insurance Trust through payroll deduction. The Municipality of Anchorage shall contribute one thousand two hundred ninety dollars (\$1290.00) per month to the Union's Health Insurance Trust for each eligible employee.~~

~~The parties agree to reopen this agreement for the purposes of Union Health Insurance Trust contributions for the 2011 fiscal year. It is agreed upon that the employee's contribution will increase a minimum of five dollars (\$5.00) in 2011. The parties shall begin the negotiations no later than March 15, 2011.~~

~~The parties agree to reopen this agreement for the purposes of the Union Health Insurance Trust contributions for the 2012 fiscal year. It is agreed upon that the employee's contribution will increase a minimum of five dollars (\$5.00) in 2012.~~

PUBLIC EMPLOYEES, LOCAL 71

~~The parties shall begin negotiations for the wage and health adjustment no later than October 1, 2011.~~

~~Upon sixty days (60) written notice to the Municipality of Anchorage, Employee Relations Director, the Union may increase the monthly contribution of eligible employees.~~

1) Effective July 1, 2012, each eligible employee shall contribute one hundred thirty five dollars (\$135.00) one hundred forty five dollars (\$145.00) per month to the Union's Health Insurance Trust through payroll deduction. The Municipality of Anchorage shall contribute one thousand three hundred seventy five dollars (\$1375.00) per month to the Union's Health Insurance Trust for each eligible employee.

2) Effective the first of the month following assembly approval, the Municipality of Anchorage shall increase the monthly contribution for each eligible employee to one thousand four hundred thirty five dollars (\$1,435.00) one thousand four hundred ^{FIFTY} seventy five dollars (\$1,485.00). This contribution will be made to the Trust. The Union shall advise the Municipality of Anchorage of pre-tax and after tax contribution amounts that employee's shall contribute per month to the Union's Health Insurance Trust through payroll deduction

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W.M.
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3) Effective July 1, 2014, the Municipality shall change the monthly medical contribution to the Union's Health Insurance Trust (rounded to the next dollar) for each eligible employee by the change in the Anchorage Medical CPI-U for 2013 capped at 10%. The Union shall advise the Municipality of Anchorage of the pre-tax and after tax contribution amounts that employee's shall contribute per month to the Union's Health Insurance Trust through payroll deduction

~~D.~~ Long Term Disability

~~Long term disability coverage in the amount of sixty (60) percent of the employee's annual salary to a maximum of three thousand (\$3,000.00) dollars per month will be provided for each eligible employee who works a minimum of thirty (30) hours per week at Municipal expense.~~

~~ED.~~ Health Insurance Rate Adjustments

The Union agrees to provide the Municipality of Anchorage with an actuarial underwriting analysis of the Trust by October 1 of each year of this Agreement. The Municipality, at its own expense, reserves the right to perform its own review and analysis of the Trust.

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PUBLIC EMPLOYEES, LOCAL 71

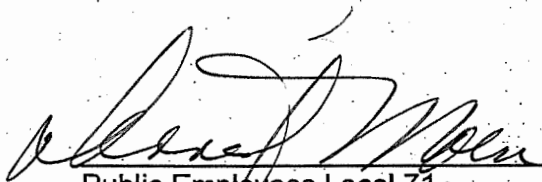
Public Employees Local 71

MOA

PUBLIC EMPLOYEES, LOCAL 71

Article 6.1.1 Health and Wellness Promotion

The Union recognizes that the provision of a healthy workforce and a safe work environment is the right and obligation of the MOA. The Union agrees to cooperate and promote with the MOA in the exercise of this right and fulfillment of this obligation so long as no right guaranteed under this Agreement is violated and with the recognition that participation of its members in any health or wellness promotion programs made available by the MOA shall be on a voluntary basis.


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PUBLIC EMPLOYEES, LOCAL 71

Article 6.1.2 Long Term Disability

Effective January 1, 2013 Long term disability coverage in the amount of sixty (60) percent of the employee's annual salary to a maximum of three thousand (\$3,000.00) dollars per month will be provided for each eligible employee ~~who works a minimum of thirty (30) hours per week at Municipal expense.~~ subject to the terms of the insurance contract at the Municipality's expense.

Effective January 1, 2014 Long term disability coverage in the amount of sixty (60) percent of the employee's annual salary to a maximum of ~~three thousand (\$3,000.00)~~ six thousand two hundred and fifty (\$6,250) dollars per month will be provided for each eligible employee subject to the terms of the insurance contract at the Municipality's expense. ~~who works a minimum of thirty (30) hours per week~~


Public Employees Local 71
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PUBLIC EMPLOYEES, LOCAL 71

Article 6.1.3 Employee Assistance Program

Eligible employees may participate in the Municipality's Employee Assistance Program (EAP) subject to the provisions of the plan.

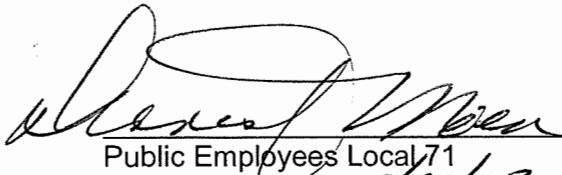

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PUBLIC EMPLOYEES, LOCAL 71

Article 6.2 Savings Plan

~~Employees shall be eligible to~~ Eligible employees may participate in the Municipality's 401 (K) and 457 savings plan under the same terms and conditions that they are available to other municipal employees subject to the provisions of the plans.


Public Employees Local 71
8/21/13
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PUBLIC EMPLOYEES, LOCAL 71

Article 6.3 Retirement

The Municipality shall maintain, for eligible employees ~~covered by this Agreement, the State of Alaska the Public Employees Retirement System program as legislated by the State of Alaska,~~ and shall not diminish its current level of participation in the program.

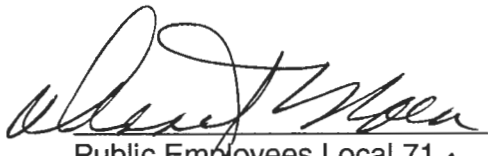

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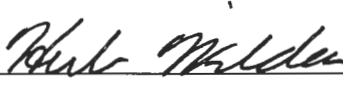

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PUBLIC EMPLOYEES, LOCAL 71

Article 6.4 Health Care Reform

Should state or federal legislation mandate change in cost, premiums or, care coverage, the parties agree to reopen negotiations. However, the Union will indemnify the Municipality for any charges, costs, or taxes as a result of the Affordable Care Act (PPACA) and its amendments.

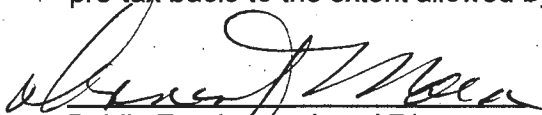

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PUBLIC EMPLOYEES, LOCAL 71

Article 6.5 Pre-Tax

Any premium expense paid by the employee through payroll deduction may be paid on a pre-tax basis to the extent allowed by law.


Public Employees Local 71

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PUBLIC EMPLOYEES, LOCAL 71

Article 6.6 Health and Welfare Trust Plan

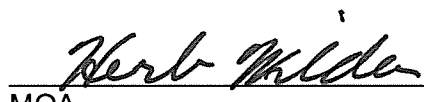
The parties agree as follows:

- A. The Union will establish the Public Employees Local 71 Trust Fund. The Trust agrees to enroll eligible MOA employees represented by Local 71 in the various Benefit Plus Flex Plans and to provide enrollment information for a monthly report which the MOA will furnish to the Union within five (5) days of the first of each month in a mutually agreed format. Should the month contain three pay dates, the MOA will furnish the report no later than the fifth (5th) of the subsequent month.
- B. The MOA agrees to make the agreed premium payment for each enrollee no later than the ~~seventh (7th)~~ fifteenth (15th) of each month.
- C. The Trust agrees to be responsible for quarterly reconciliation of the payments received from the MOA per employee. Should an overpayment to the Trust occur on behalf of an employee, the Trust shall remit the overpayment to the MOA for purposes of the MOA's repayment to the employee. If the MOA, in error, advances eligibility and payments for an employee who is not a Local 71 member and the Trust certifies eligibility and pays benefits on behalf of that employee, the MOA shall be responsible for reimbursing the Trust for the amount paid in benefits on behalf of that employee, less the premiums collected by the Trust. The Trust shall notify the MOA of any such error within 10 days of discovery and shall immediately transfer all claims records to the MOA. Should an underpayment to the Trust occur on behalf of an individual, the Trust will notify the MOA of the additional deductions to be taken. In the event of either an overpayment or an underpayment, the Trust will provide the MOA with documentation as necessary to verify the adjustments.
- D. The amount the employee contributes to the basic health Trust, to include voluntary benefits, will be split equally between ~~the first two (2)~~ pay periods in each month.
- ~~E. The MOA agrees to allow those employees who have unused benefit credits available under the Public Employees Local 71 Trust's Benefit Plus Flex Plan to take the value of the unused benefit credits in wages, one benefit credit being equivalent to one dollar (\$1.00) cash. The total amount of benefit credit available to each eligible regular employee is equal to the sum of the MOA contribution and the employee contribution. During the term of this Agreement such cash shall be reduced by the current MOA Employer contribution for Social Security, PERS, and Medicare. All cash shall be subject to ordinary income taxation. The reductions shall be adjusted each year to reflect any change in the employer rates for these contributions. Social Security and Medicare contribution percentages are effective on January 1 of each year; PERS contribution percentages are effective on July 1 of each year. The Municipality will not provide payment of unused benefit credits to employees~~
- E.
- F. The Trust shall operate within the rules of the Trust's section 125 Plan. The MOA shall have the right to audit the enrollment process and premium calculation.

PUBLIC EMPLOYEES, LOCAL 71

- G. The Trust will be entitled to accept forfeitures and will be responsible for any negative experience risk generated by the elections in the Health Care Spending Account benefit option.
- H. Those contributions provided by the MOA on a monthly basis, are solely for the purposes of a health and welfare benefit program or programs for the benefit of eligible members of the Public Employees Local 71 Bargaining Unit—and their qualified beneficiaries and to defray the reasonable expenses of administering the plan or plans of benefits. If the Trust covers participants in addition to members of the Public Employees Local 71 Bargaining Unit, the Trust will maintain a separate account or accounts for the contributions made pursuant to this Agreement and will insure that separate income and expense statements and balance sheets are maintained so as to determine the administrative costs as well as the actual cost of benefits for the plan or plans covering the Public Employees Local 71 Bargaining Unit members. The provisions of the plan or plans obtained by the Trust must satisfy the mandatory requirements of Anchorage Municipal Code 3.30.161.
- I. In consideration of receipt of the transferred funds the Public Employees Local 71 and the Public Employees Local 71 Trust Fund hereby agree to indemnify and hold harmless the Municipality of Anchorage from any and all claims and actions of whatever nature or consequence arising from the exemption of Bargaining Unit members from the MOA's Health Plan, including any claims arising from no-coverage of eligible employees and qualified spouses or dependents ~~except as provided in four (4) above of this Agreement. This section Agreement does not release the MOA from forwarding contributions required by the collective bargaining agreement and this Letter of Agreement.~~ By entering into this Collective Bargaining Agreement the Public Employees Local 71 agrees to relieve the Municipality of Anchorage of any obligation to obtain, maintain or administer a health insurance plan under AMC 3.30.161 covering eligible Bargaining Unit members.
- J. It is also understood and agreed that the Municipality of Anchorage's liability for contributions is limited to those fiscal years in which the monetary terms of a Collective Bargaining Agreement between the parties is approved by ratification of the bargaining unit members and approved by the Municipal Assembly in accordance with AMC 3.70.130.


Public Employees Local 71
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PUBLIC EMPLOYEES, LOCAL 71

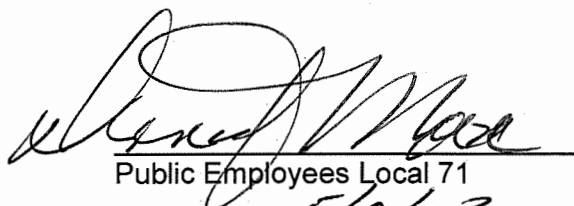
**ARTICLE 7
(DISCIPLINE AND RESOLUTION OF DISPUTES)**


Leave as is

PUBLIC EMPLOYEES, LOCAL 71

Article 7.1 Discipline

In normal circumstances the MOA shall follow a program of progressive discipline, consisting of: documented oral warning~~reprimand~~, written reprimand~~Disciplinary Action Report (DAR)~~, suspension for a period to be determined by the department head or his designee in concurrence with the Labor Relations Director, ~~with or without pay~~, demotion, or termination of employment. The MOA may impose discipline at any level depending upon the severity or frequency of the offense.


Public Employees Local 71
5/2/13
13:26


MOA
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.1.1(moved from 3.7) Discipline and Termination of Employment

The Municipality retains the right to discipline or discharge an employee with status for just cause, ~~which shall be generally defined as any legitimate business or disciplinary reason. Just cause shall include, but is not limited to, offenses such as theft, fighting, assault of a fellow employee, insubordination, gross disobedience, substandard performance or productivity, absence of an employee for three (3) consecutive working days without approval, habitual absenteeism and any reason set forth as follows:~~

"Just Cause" shall means that sufficient justification exists for the proposed action against ~~an the~~ employee. "Just cause" ~~shall applies apply~~ to behavior by an employee, which is detrimental to the discipline, public image or efficiency of the Municipality of Anchorage as an employer. As so defined, proof of any one of the following shall constitute "just cause":

1. Incompetency;
2. Inefficiency;
3. Lack of any of the qualifications required by AMC 3.30.024 D;
4. Theft, fighting, or assault of a fellow employee or member of the public
5. No call or no show without sufficient justification. A three day no call/no show results in voluntary termination;
46. Insubordination;
57. Excessive or habitual absenteeism ~~or/~~ tardiness;
68. Harassment of other employees or the public;
79. Violation of a written municipal procedure or regulation, which was known or reasonably should have been known to the employee;
810. Violation of an oral directive, which was known or reasonably should have been known to the employee;
911. Conviction of a crime involving moral turpitude;
1012. Violation of AMC 3.30.190 Substance Abuse Testing Policy;
1113. Any other conduct recognized by reasonable persons as justification for serious discipline including dismissal.

The Municipality shall notify the Union of a proposed disciplinary and/or discharge action before the issuance of the proposed disciplinary and/or discharge action to allow the opportunity for a Union representative to be present when such disciplinary and/or discharge action is taken. The reasons for such disciplinary and/or discharge action are to be stated in writing by the Municipality.

H. Milden
6/25/13
13:53

[Signature]
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Art 7.1.1
moved from 3.7

PUBLIC EMPLOYEES, LOCAL 71

Robert M. Allen
Public Employees Local 71
6/25/13
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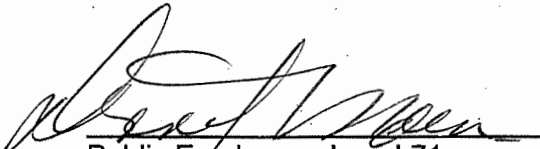
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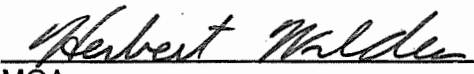
Article 7.2 Grievance Defined

Only complaints or disputes of an employee acting through the Union, arising under this Agreement and involving an alleged violation, misapplication or misinterpretation of this Agreement or complaints of the MOA or the Union ~~shall be~~ are subject to the grievance procedure. The MOA or the Union may file a grievance on its own behalf only when the grievance alleges a violation, misapplication, or misinterpretation of this Agreement which deprives the MOA or the Union of a specific right, power, or entitlement granted or reserved to it in this Agreement. MOA and Union grievances ~~shall~~ are to be filed in writing commencing at Step II of this grievance procedure. Allegations of unlawful discrimination ~~shall be~~ are not be grievable under this Agreement unless all public agencies which might have jurisdiction to investigate such allegations refuse to do so.

A grievance may be filed by the Union on behalf of all employees who are similarly situated. Such "class action" grievances must identify all members of the class with sufficient particularity to enable the parties to determine who would be affected by the resolution of the grievance. Class action grievances must be signed by one member of the class, and must be filed on the Union grievance form.

The Union shall provide to the Employee Relations Director or designee a list of business representatives who are Union designees for the purpose of pursuing and resolving Union grievance matters. This list ~~shall~~ is to be resubmitted any time there is a change in personnel on behalf of the Union.


Public Employees Local 71
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13:26


MOA
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3 Grievance Procedure

A. ~~The procedure for the resolution of grievances is hereby provided.~~

When a situation arises which becomes a basis for a grievance, the Union and the Municipality ~~will~~ shall make every effort possible to informally resolve the grievance ~~administratively~~ issue.

A. In the event that the problem cannot be ~~thereby~~ resolved, the grievance will ~~shall~~ be reduced to writing on a standard form agreed to by the parties within ten (10) working days of the event, giving rise to the grievance and the following procedure will be used.

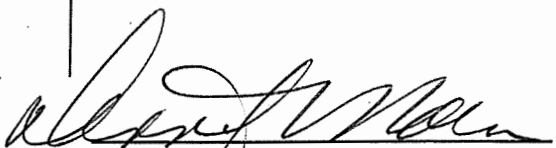
The written form of the grievance ~~shall~~ is to contain the following information:

1. ~~The nature~~ Nature of the grievance and the specific circumstances out of which it arose;
2. ~~The~~ Remedy requested;
3. ~~The~~ Article(s) and Section(s) of this Agreement alleged to be violated, relied upon, or claimed to have been violated; and
4. Date of alleged violation(s); and
5. Signature of the grievant, if applicable, and the union representative.

B. ~~B.~~ In the application of this article, "working days" ~~shall~~ excludes Saturdays, Sundays, and recognized Municipal holidays. Nothing in this article ~~shall~~ is to be construed to prevent settlement of a grievance by mutual agreement of the parties at any time. The expenses of the arbitration ~~shall~~ be borne equally by the Municipality and union representing the grievant.

C. ~~C.~~ At each step the time requirements may be extended in writing by mutual agreement. Failure by either party to follow the time limits for advancing the grievance to the next step in the grievance and arbitration procedure set forth below shall result in the grievance being resolved against the party failing to follow time limits without precedent.

D. ~~D.~~ For cases involving discharge the grievance procedure ~~shall~~ begins at Step II of the procedure and the parties agree to make every effort to schedule the arbitration on an expedited basis.


Public Employees Local 71


MOA

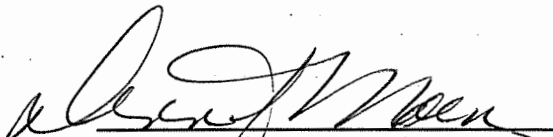
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.1 Step One

The written grievance shall ~~is to be distributed given~~ to the responsible ~~Department Head~~ Labor Relations Director or designee within ten (10) working days of when the event giving rise to the grievance occurred. The Labor Relations Director or designee will send the grievance to the appropriate Department Head. The Employer Municipality shall have ten (10) working days from receipt of the written grievance to meet with the Union and attempt resolution. Within ten (10) working days after the Step I meeting the Department Head, in concurrence with the Labor Relations Director or designee must shall issue a written response.


Public Employees Local 71

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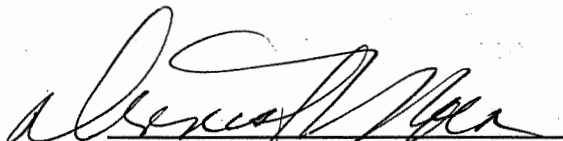
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.2 Step Two

Upon receipt of a denial of the grievance at Step One, the Union shall have ten (10) working days in which to notify the Employee Relations Director or designee that the grievance remains unresolved and that the Union wishes to appeal the grievance to Step Two. If notification is given, then the Union and the Employee Relations Director or designee shall meet within ten (10) working days of that notice to attempt resolution. Within ten (10) working days after the Step II meeting, the Employee Relations Director ~~must~~shall issue a written response.

In the event that the Union or the MOA files a grievance at Step Two of this procedure, the Employee Relations Director or designee and the Union shall meet within ten (10) working days of the receipt of that grievance in an attempt to resolve the grievance. Within ten (10) working days of that meeting, the party against whom the grievance is filed shall issue a written response.


Public Employees Local 71

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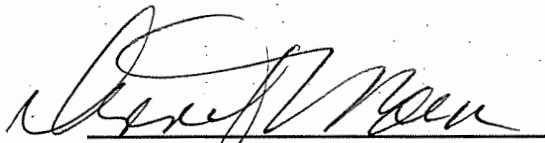

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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.3 Step Three

The request for arbitration may be made by either party and must be made in writing within ten (10) working days of receipt of the Step Two response. The arbitration shall will be conducted pursuant to the procedural rules set fort in the Labor Arbitration Rules Of The American Arbitration Association (AAA) and generally accepted principles of labor arbitration.


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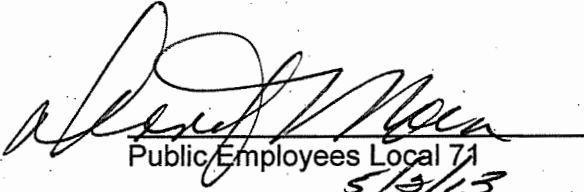

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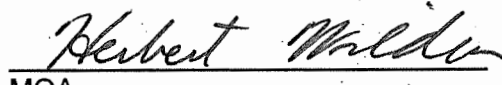
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.4 Arbitrability

In the event that any question involving the procedural or substantive arbitrability of any grievance arises, unless otherwise agreed by the parties, such questions of any procedural arbitrability question shall is to be arbitrated in a separate hearing prior to the commencement of arbitration on the merits of the grievance.
~~Different grievance.~~ Different arbitrators shall be used for the two hearings. The hearing on the merits ~~shall~~ will not commence until a decision is rendered on the arbitrability questions.


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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.5 Selection of the Arbitrator

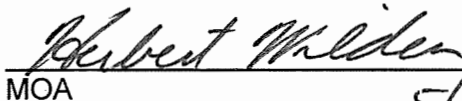
~~The parties shall attempt to establish a permanent panel of predominantly Alaskan arbitrators within thirty (30) days of the effective date of the contract. The panel shall be initially established by the Employer and the Union each submitting a list of seven (7) arbitrators to each other. In the event that the name of any arbitrator appears on both lists, that arbitrator shall be considered accepted and shall be placed on the panel until a panel of seven arbitrators and two alternates is filled. The remaining vacancies shall be filled by the random drawing of the remaining names on both lists. In the event that a member of the permanent panel should withdraw or otherwise no longer be able to serve upon the panel, one of the alternates will fill that vacancy and parties will meet and select another alternate.~~

~~To select a specific arbitrator to hear any grievance properly appealed to arbitration, the parties shall alternately strike arbitrators from the permanent panel of seven (7) arbitrators until one name remains. If there is a request for arbitration, the Union and the MOA shall meet within five (5) working days to agree on a mutually acceptable Alaska arbitrator. If no agreement is reached, the parties shall select an arbitrator by utilizing the striking method from a list of seven (7) Northwest arbitrators supplied by the AAA for the purposes of the dispute. Arbitration will commence as soon as practicable following the appointment of the arbitrator. The expenses of arbitration will be borne equally by the MOA and the Union.~~

~~At any point, this arbitration selection process can be waived by the mutual consent of the parties.~~


Public Employees Local 71

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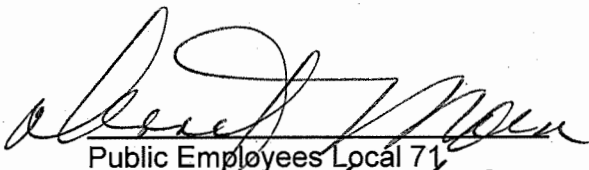
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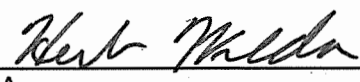
PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.6 Authority of the Arbitrator

The arbitrator shall conduct a hearing according to generally accepted standards and procedures for grievance arbitration and the procedural rules of the ~~Labor Arbitration Rules of the American Arbitration Association~~ AAA. The arbitrator shall have no authority to add to, alter, delete or modify any statute, regulation, ordinance or provision of this ~~labor~~ agreement. The arbitrator has no authority to grant any relief that is not reasonably contemplated by the grievance, or to issue any award on a matter not raised in the grievance. The arbitrator's authority and jurisdiction is strictly limited to the interpretation and application of this agreement.

The decision of the arbitrator shall be reduced to writing unless waived by the parties and shall be final and binding on all upon the parties. Past practices of the parties may be considered by the arbitrator in interpreting ambiguous contract language. In no case shall past practices be relied upon by the arbitrator to add a new provision to, or alter an unambiguous provision of a collective bargaining agreement the Agreement. In accordance with the provisions of AMC section 3.70.040, past practice shall not be relied upon by an arbitrator to prohibit a workplace practice or procedure otherwise allowed by a collective bargaining agreement.


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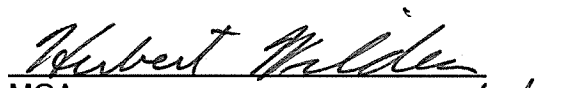
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.7 Service

~~Unless otherwise agreed between the parties, grievance filings and responses will be mailed return receipt requested. Questions concerning timeliness of filings will be determined by return receipt records. If agreed by the parties, facsimile transmissions or hand deliveries may be used as an alternative means of filing a grievance or response.~~
By agreement of the parties, mail, facsimile transmission, email and/or hand deliveries may be used as the means of filing grievances, responses and requests for extensions of time.

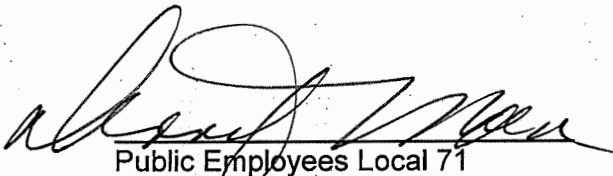

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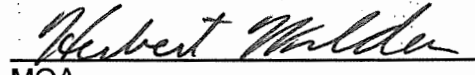

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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.8 Existing Grievances

All grievances and arbitration cases pending at the time of execution of this Agreement shall be subject to all conditions of the grievance procedure in effect at the time the grievance was filed.


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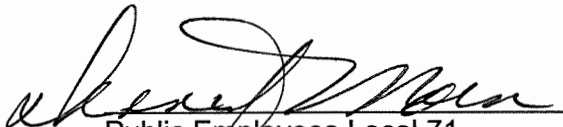
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PUBLIC EMPLOYEES, LOCAL 71

Article 7.3.9 Personnel Files use in Arbitration

No document contained within an employee's personnel file(s) may be used in arbitration or other hearing, unless ~~timely notice of~~ a copy of the document is provided to the employee at the time it was entered into his file.

The employee shall sign acknowledgement indicating receipt of the document. Such acknowledgement shall not constitute the employee's concurrence with the contents of the document.


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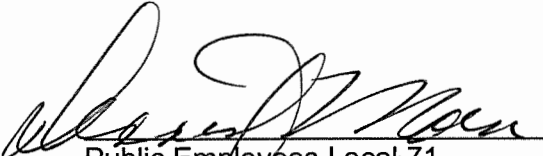

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PUBLIC EMPLOYEES, LOCAL 71

7.3.10 ¹¹⁻¹²

Article ~~7.3.9.4~~ Disciplinary Actions

Verbal and written reprimands or warnings will be withdrawn from an employee's personnel file after two (2) years at the employee's written request from the date of issuance, providing the employee has not been subject to further discipline in the intervening period. Major infractions requiring suspension shall be withdrawn from an employee's personnel file at the employee's written request after five (5) years, providing the employee has not repeated the offense in the intervening period.


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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 8
WORK RULES


Public Employees Local 71
4/23/13


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PUBLIC EMPLOYEES, LOCAL 71

Article 8.1 **Safety**

Safety rules shall be as follows:

- A. The MOA and the Union will cooperate in designing and carrying out a safety program affecting all employees.
- B. The regulations concerning safety and equipment standards shall be governed by local, state, and federal government rules, which shall be followed by the MOA, the Union, and all employees.

~~C. Employees shall be required to turn in equipment condition reports as prescribed by the appropriate department.~~

~~D. All equipment which is unsafe shall be reported to the appropriate supervisor or his designee, who shall take immediate steps to correct the items reported. No employee shall be disciplined for refusing to operate unsafe equipment.~~

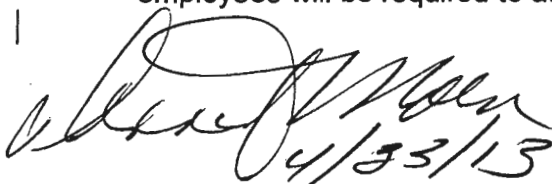
C. Employees are required to perform pre and post trip inspections consistent with CDL requirements and department policy. All equipment, which is unsafe or in need of repair, shall be reported to the appropriate supervisor or designee, who shall take appropriate steps to correct the items reported. Employees shall report all pre-trip defects and deficiencies to the appropriate supervisor or designee prior to operating the equipment. No employee shall be disciplined for refusing to operate unsafe equipment.

ED. Employees shall immediately report all vehicle accidents involving either a MOA vehicle or a personal vehicle driven on paid work time. Employees shall not leave the scene of the accident unless advised to by their supervisor or to obtain emergency medical treatment. A police officer or other appropriate official at the scene may direct employees to move the vehicles for safety reasons.

FE. Employees must report all work related injuries/illnesses immediately to their supervisor. Employees must submit all work related injury/illness reports prior to leaving the work place from the shift in which the injury/illness occurred, unless immediate medical care is needed. If emergency medical care is needed, the injury/illness report must be submitted as soon as possible. Employees must use any and all safety equipment paid for or furnished by the Employer. Failure of employees to use such safety equipment will subject the employee to appropriate administrative or disciplinary action.

GF. The Employer shall furnish such safety equipment as is required for the safety of employees. Safety devices and first aid equipment as may be required for safety and proper emergency medical treatment shall be provided and be available for all employees working under adverse conditions. The Employer shall furnish seat belts for all passenger cars, pick-up trucks, and buses and employees shall utilize seat belts at all times while operating any equipment with seat belts.

HG. The Municipality shall establish regular safety meetings for each department on a ~~monthly basis~~ not less than once per month during working hours and all employees will be required to attend without loss of pay.


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PUBLIC EMPLOYEES, LOCAL 71

Article 8.2 Protection of Municipal Property

Employees are required to use their best efforts to protect municipal property. Employees may be subject to appropriate disciplinary action for violation of this Article.

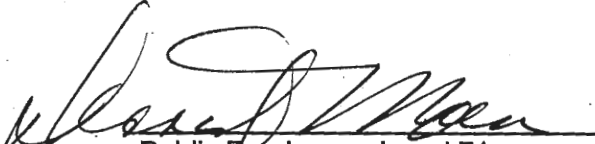

Public Employees Local 71
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PUBLIC EMPLOYEES, LOCAL 71

Article 8.3 Handtools

The MOA will provide common hand tools of the trade, which the MOA deems necessary to complete the work assigned. The MOA will not be responsible for hand tools personally owned by an employee and used at the employee's discretion.

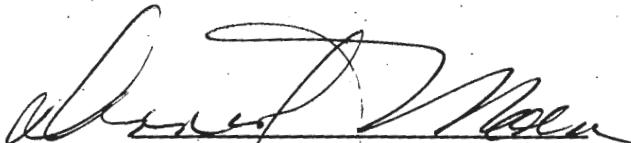

Public Employees Local 71
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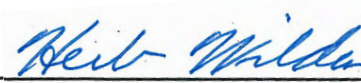

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PUBLIC EMPLOYEES, LOCAL 71

Article 8.4 Lockers

The MOA will furnish lockers where they are necessary, as determined by the MOA. Any such lockers shall remain the property of the MOA and the MOA shall have free access to all such lockers.

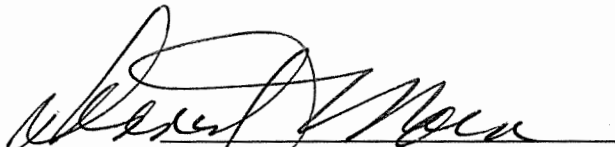

Public Employees Local 71
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PUBLIC EMPLOYEES, LOCAL 71

Article 8.5 Uniforms, Special Clothing, And Required Safety Footwear

- A. The MOA will furnish, clean, and maintain uniforms and special clothing only where such uniforms and special clothing are required by the MOA or applicable OSHA or other applicable safety regulations for regular employees. Any such uniforms or special clothing provided by the MOA shall be returned to the MOA upon termination of the employee's employment.
- B. Effective January 1, 2009, and each calendar year thereafter, each regular employee active as of January 1, required by the MOA, based on the nature of his or her work to wear safety footwear, shall be provided a footwear allowance of one hundred dollars (\$100) in the first full pay period of each calendar year. Seasonal employees are not eligible for the footwear allowance. Employees who are hired after January 1 shall receive a footwear allowance as follows:
1. Regular employees hired during the first quarter of the year shall receive a footwear allowance of one hundred dollars (\$100) which will be included with their first pay check.
 2. Employees hired in the second quarter of the year shall receive a footwear allowance of seventy five dollars (\$75) which will be included with their first pay check.
 3. Employees hired in the third quarter of the year shall receive a footwear allowance of fifty dollars (\$50) which will be included with their first pay check.
 4. Employees hired in the fourth quarter of the year shall receive a footwear allowance of twenty-five dollars (\$25) which will be included with their first pay check.

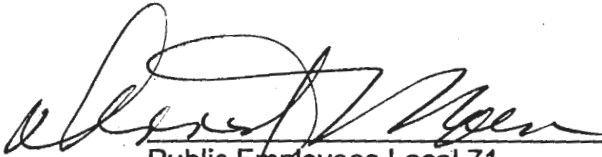

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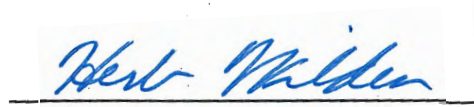
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PUBLIC EMPLOYEES, LOCAL 71

Article 8.6 Access To MOA Property

Employees shall have access to non-public MOA property only when on duty and only to the extent required by their duty. Non-employee union representatives shall have access to municipal property only as specified in paragraph 2.11.5 of this Agreement, Visits to Employer Work Locations.

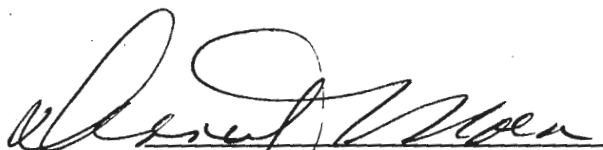

Public Employees Local 71
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PUBLIC EMPLOYEES, LOCAL 71

Article 8.7 Revocation of License

In the event an employee shall suffer a revocation of his license because of a violation or violations by the MOA of any federal, state, or local law, the MOA shall provide suitable and continued employment for such employee at not less than the employee's standard rate of pay at the time of revocation of the license. The employee shall be reinstated to the position he held prior to revocation of his license after his license is restored. The employee shall lose no pay, benefits, or seniority upon the event of revocation of his license because of a violation of federal, state, or local law by the MOA. The MOA shall pay any expenses and/or judgments rendered against the employee in case of revocation of the employee's license because of a violation or violations by the MOA of any federal, state, or local law.


Public Employees Local 71
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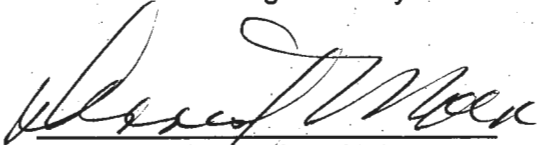
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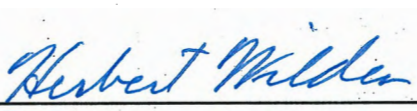
ARTICLE 9 MISCELLANEOUS PROVISIONS

Article 9.1 Educational Incentive

Employees will be entitled to educational assistance in accordance with Municipal Personnel Rule 16 (AMC 3.30.162) which provides as follows:

Educational And Training Assistance: The Municipality offers, as part of its Employee Development Program, Educational and Training Assistance payment for certain college courses and other training opportunities of benefit to the organization. Guidelines for participation and administration of educational and tuition assistance shall be established through the Mayor's Policies, Procedures, and applicable Personnel Rules.


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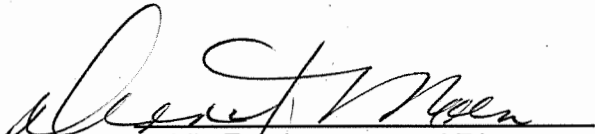

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PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 10 SCHEDULING

Article 10.1 Scheduling By Employer

The MOA shall schedule all work and all employees. Any changes to the work schedules for full time employees will be posted on the appropriate workplace bulletin boards as far in advance as practicable.

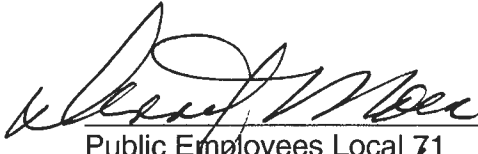

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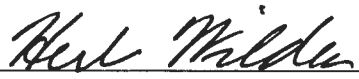

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PUBLIC EMPLOYEES, LOCAL 71

Article 10.2 Scheduled Work Week

Regular full-time employees who have worked forty (40) straight time hours prior to the end of their scheduled work week may, with supervisory approval, choose not to work their remaining regularly scheduled hours and shall not have ~~their~~ to take leave ~~reduced~~.


Public Employees Local 71
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MOA
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PUBLIC EMPLOYEES, LOCAL 71

Article 10.3 Rest Breaks and Meal Breaks

A. Rest Breaks

Except in an emergency situation, all employees shall be allowed one (1) paid rest break not to exceed fifteen (15) minutes in duration during the first (1st) half of the shift and a paid fifteen (15) minutes rest break during the second (2nd) half of the shift consistent with department policy. ~~When working other than the regular shift, when the work situation permits, rest breaks shall be taken each two (2) hours.~~


B. Meal Breaks

Meal breaks will be one (1) hour unpaid or one-half ($\frac{1}{2}$) hour unpaid, as designated by ~~the MOA management~~, from the time the employees break at the job site for lunch and return there from lunch. The beginning of the meal period may be accelerated or delayed, as the case may be, but not to exceed thirty (30) minutes, at the discretion of the management person in charge, to facilitate the orderly completion of the work schedule. ~~Where employees work four (4) or more hours beyond a regular eight (8) hour shift, they will be given a one-half ($\frac{1}{2}$) hour unpaid meal break. Where the nature of the work will not permit a contiguous thirty (30) minutes or sixty (60) minute meal break, the break for the meal may be divided, but shall still total either thirty (30) or sixty (60) minutes. Where the nature of the work does not permit scheduled meal breaks, the MOA shall make alternate arrangements to enable employees to eat a meal.~~

C. Additional Breaks

When working other than the regular shift, when the work situation permits, a paid fifteen (15) minute rest break may be taken each additional two and one-half (2 1/2) hours worked. No rest breaks will be taken during the last half hour of work.

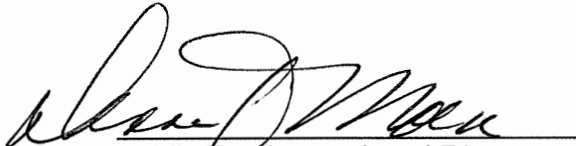

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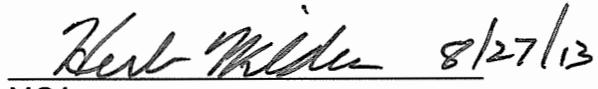
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PUBLIC EMPLOYEES, LOCAL 71

Article 10.4 — Meal Breaks

~~Meal breaks will be one (1) hour unpaid or one half (½) hour unpaid, as designated by the MOA, from the time the employees break at the job site for lunch and return there from lunch. The beginning of the meal period may be accelerated or delayed, as the case may be, but not to exceed thirty (30) minutes, at the discretion of the management person in charge, to facilitate the orderly completion of the work schedule. Where employees work four (4) or more hours beyond a regular eight (8) hour shift, they will be given a one half (½) hour unpaid meal break. Where the nature of the work will not permit a contiguous thirty (30) minutes or sixty (60) minute meal break, the break for the meal may be divided, but shall still total either thirty (30) or sixty (60) minutes. Where the nature of the work does not permit scheduled meal breaks, the MOA shall make alternate arrangements to enable employees to eat a meal.~~


Public Employees Local 71
8/27/13 14:14


MOA
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PUBLIC EMPLOYEES, LOCAL 71

~~Article 10.5 — Overtime~~

~~A. Policy~~

~~Overtime may be worked only when scheduled and directed by the MOA.~~

~~B. Voluntary Overtime~~

~~Where the requirement to work overtime can be reasonably anticipated and scheduled, such overtime shall initially be offered on a rotating basis to qualified employees who have signed a volunteer list by classification at each work unit.~~

~~Undesired overtime shall be assigned in inverse order of seniority by classification. The employer's obligation in assigning overtime off the volunteer list is limited to calling the employee first at work, if he is on duty, and then at the employee's home or at a single contact number which has been provided by the employee. Overtime work, which is continuous with the regular work assignment, need not be separated from the assignment. For call-out overtime in emergency situations, preference shall be given to qualified employees on the volunteer list. If no individuals are available, qualified employees shall be assigned by the employer, as necessary.~~

~~C. Shift Overtime~~

~~All hours worked in excess of an employee's regularly scheduled shift on any given work day or forty (40) hours in any given work week shall constitute overtime; hours paid as holiday pay for the New Year's Day, Independence Day, Thanksgiving Day, and Christmas holidays, shall be counted as hours worked for the purpose of determining eligibility for overtime pay in the weeks in which these holidays fall.~~

~~D. Exception Shifts~~

~~Shifts consisting of more than ten (10) hours in a work day, and exceptions to the above-referenced rules regarding the mandatory payment of overtime, may be established by mutual agreement of the parties.~~

TA'd 09/12/2013

Public Employees Local 71

MOA

PUBLIC EMPLOYEES, LOCAL 71

Article 10.6 ~~Starting Times, Reporting Locations, and Work Schedules.~~ *Shifts P.W.*

The MOA shall schedule all starting times, reporting locations, and work schedules. *EB*

Employees must be advised of any changes in starting times or reporting location at least twelve (12) hours before any such change is implemented. When the MOA does not notify or attempt to notify employees of such change at least twelve (12) hours in advance, the employee shall be entitled to compensation at the overtime rate for all hours worked inside of the twelve (12) hour notification period. The notice period may be waived by agreement of management and the employee. *11:48 9/6/13*

Any changes to work schedules for full time employees will be posted on the appropriate workplace bulletin boards as far in advance as possible. In the absence of unanticipated operational, emergency, or safety needs, work schedules shall not be changed without forty-eight (48) hours notice except as provided elsewhere in this agreement or as necessary in dealing with absences due to jury duty.

[Signature]
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9/12/13 15:21

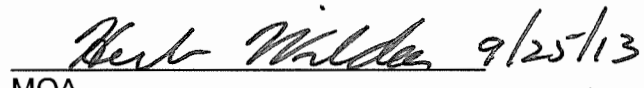
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PUBLIC EMPLOYEES, LOCAL 71

Article 10.7 Shifts

~~All shifts shall be scheduled by the MOA. If a shift is proposed by the employer other than an 8 hour or 10 hour shift, these employees scheduled to work that shift shall by majority vote approve such proposed schedule prior to its implementation. Where feasible, the employer will attempt to transfer or reassign any employee voting in the minority if the employee requests consideration for such transfer or reassignment. Shop stewards shall conduct the vote on the schedule proposed by the employer.~~

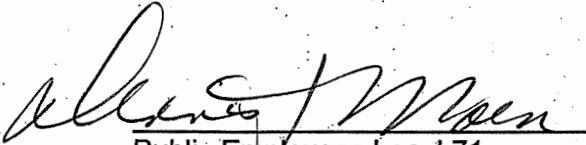

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9/25/13
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MOA
9/25/13
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PUBLIC EMPLOYEES, LOCAL 71

Article 10.86 Guaranteed Relief

Employees are guaranteed a break of eight (8) consecutive hours between their regularly scheduled shifts. If an employee is required to report to work without having had this break, the hours he or she is required to work without having had the eight (8) hour break shall be paid at the overtime rate.


Public Employees Local 71
5/29/13
15:36

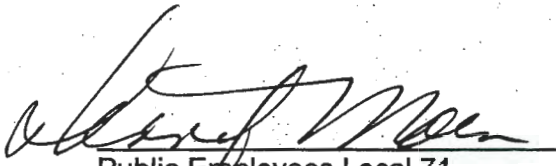

MOA
5/29/13
15:36

6/25/13

PUBLIC EMPLOYEES, LOCAL 71

Article 10.97 ~~Call-Outs~~

All call outs shall be scheduled by the MOA. Employees who are called out by the MOA shall be guaranteed at least four (4) hours of pay at the straight time rate factored rate of pay.


Public Employees Local 71
6/25/13
11:44


MOA
6/25/13
11:46

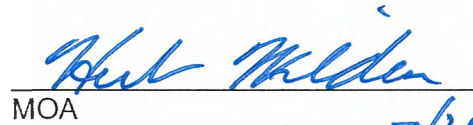
PUBLIC EMPLOYEES, LOCAL 71

~~Article 10.108 Wait Time~~

~~When employees are required to wait because of temporary breakdown or shortage of materials, temporary weather conditions, or for any other cause beyond their control, no time pay shall be deducted from this the wait time period.~~


Public Employees Local 71

9:46 7/24/13

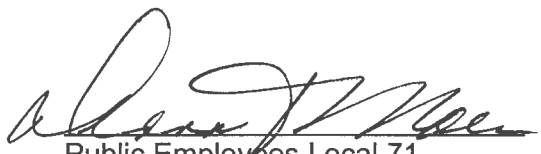

MOA

7/24/13
9:46

PUBLIC EMPLOYEES, LOCAL 71

Article 10.11 9 On-Call Time

~~No employee shall be in on-call status unless scheduled for such by the MOA. The rules and requirements applicable to employees in on-call status shall be determined by the management of the department within which the on-call employee is employed. Time spent in on-call status does not count as hours worked for the purposes of determining overtime eligibility within the workweek. On-call assignments will be made on a rotation basis from a list established by the MOA.~~

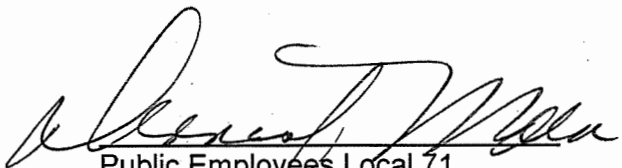

Public Employees Local 71
7/9/13
14:32

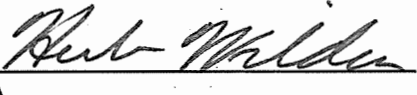

MOA
7/9/13
14:32


PUBLIC EMPLOYEES, LOCAL 71

| Article 10.42-10 Travel

Employment related travel by employees covered by this Agreement must be directed and scheduled by the MOA.


Public Employees Local 71
5/29/13
15131


MOA
5/29/13
15131

Article members subject to
re-arrangement 

Current

CPI% 1.50%

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	15.45	16.21	17.02	17.88
07	16.21	17.02	17.88	18.77
10	18.77	19.70	20.69	21.72
11	19.70	20.69	21.72	22.81
17	26.40	27.73	29.12	30.55
18	27.73	29.12	30.55	32.10

Effective 1/13/2014

Proposed

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	15.68	16.45	17.28	18.15
07	16.45	17.28	18.15	19.05
10	19.05	20.00	21.00	22.05
11	20.00	21.00	22.05	23.15
17	26.80	28.15	29.56	31.01
18	28.15	29.56	31.01	32.58

Validated

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	101.50%	101.50%	101.50%	101.50%
07	101.50%	101.50%	101.50%	101.50%
10	101.50%	101.50%	101.50%	101.50%
11	101.50%	101.50%	101.50%	101.50%
17	101.50%	101.50%	101.50%	101.50%
18	101.50%	101.50%	101.50%	101.50%

Current

CPI% 1.50%

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	15.68	16.45	17.28	18.15
07	16.45	17.28	18.15	19.05
10	19.05	20.00	21.00	22.05
11	20.00	21.00	22.05	23.15
17	26.80	28.15	29.56	31.01
18	28.15	29.56	31.01	32.58

Effective 1/12/2015

Proposed

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	15.92	16.70	17.54	18.42
07	16.70	17.54	18.42	19.34
10	19.34	20.30	21.32	22.38
11	20.30	21.32	22.38	23.50
17	27.20	28.57	30.00	31.48
18	28.57	30.00	31.48	33.07

Validated

Sal Plan	L71			
	Step			
Grade	1	2	3	4
06	101.50%	101.50%	101.50%	101.50%
07	101.50%	101.50%	101.50%	101.50%
10	101.50%	101.50%	101.50%	101.50%
11	101.50%	101.50%	101.50%	101.50%
17	101.50%	101.50%	101.50%	101.50%
18	101.50%	101.50%	101.50%	101.50%

PUBLIC EMPLOYEES, LOCAL 71

**ARTICLE 11
CLASSIFICATION AND WAGE SCHEDULES**

PUBLIC EMPLOYEES, LOCAL 71

Article 11.1 Classifications

RANGE	CLASSIFICATION	NUMBER
6	Seasonal Gardener I	717
	Seasonal Parks Caretaker I	742
7	Gardener I	816
	Parks Caretaker I	841
10	Gardener II	718
	Parks Caretaker II	743
11	Gardener III	716
17	Parks Caretaker Operator	744
18	Parks Foreman (Working)	745

PUBLIC EMPLOYEES, LOCAL 71

Article 11.2 January 1, 2008, Wage Schedule

Grade	Step 1	Step 2	Step 3	Step 4
06	13.09	13.75	14.43	15.16
10	15.91	16.71	17.54	18.41
11	16.71	17.54	18.41	19.33
17	22.38	23.51	24.68	25.91
18	23.51	24.68	25.91	27.21

PUBLIC EMPLOYEES, LOCAL 71

Article 11.3 August 18, 2008 Wage Scale

This wage schedule reflects a two and seven tenths (2.7) percent increase over the wage schedule in Article 11.2.

This wage scale shall become effective the first full pay period on or after Assembly approval.

Grade	Step 1	Step 2	Step 3	Step 4
06	13.44	14.12	14.82	15.57
07	14.12	14.82	15.57	16.34
10	16.34	17.16	18.01	18.91
11	17.16	18.01	18.91	19.85
17	22.98	24.14	25.35	26.61
18	24.14	25.35	26.61	27.94

PUBLIC EMPLOYEES, LOCAL 71

Article 11.4 January 1, 2009, Wage Schedule

This wage schedule reflects a three (3) percent increase over the wage schedule in Article 11.3.

This wage scale shall become effective the first full pay period on or after January 1, 2009.

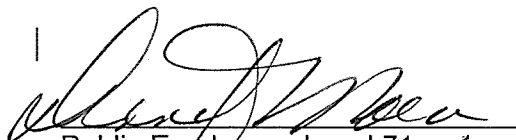
Grade	Step 1	Step 2	Step 3	Step 4
06	13.84	14.54	15.26	16.04
07	14.54	15.26	16.04	16.83
10	16.83	17.67	18.55	19.48
11	17.67	18.55	19.48	20.45
17	23.67	24.86	26.11	27.41
18	24.86	26.11	27.41	28.78


PUBLIC EMPLOYEES, LOCAL 71

ARTICLE 12
TERMS OF AGREEMENT, RENEGOTIATION

Article 12.1 Effective Date and Duration

The Agreement is effective the date of ratification by both parties as required by AMC 3.70.130A. This Agreement shall expire at midnight ~~June 30, 2013~~ June 30, 2015.


Public Employees Local 71
9/25/13
10:09



MOA
9/25/13
10:09

PUBLIC EMPLOYEES, LOCAL 71

Article 12.2 Renegotiation

A party wishing to negotiate a successor agreement to this Agreement must notify the other party to this Agreement not less than one hundred and twenty (120) calendar days before the expiration date of this Agreement. If either party wishes to negotiate a successor agreement and properly notifies the other parties, both parties must participate in the negotiations. Negotiations must commence at least ninety (90) days before the expiration date of this Agreement. If no party properly notifies the other party of an intent to negotiate a successor agreement, this Agreement shall be automatically renewed for a period of one (1) year from its expiration date and for successive periods of one (1) year each for so long as there is no proper notification of an intent to negotiate a successor to this Agreement.


Public Employees Local 71
8/27/13 13:54


MOA 13:24
8/27/13

8/7/13

PUBLIC EMPLOYEES LOCAL 71

ARTICLE 13
ENTIRE AGREEMENT

Article 13.1 Entire Agreement

The parties agree that this agreement constitutes the entire Agreement between the parties, and supersedes all prior Agreements, understandings, and practices that conflict with any provision of this Agreement. The parties further agree that notwithstanding the above section, nothing in this Article shall relieve the parties of their legal obligation to bargain in good faith with respect to mandatory subjects of bargaining, and that maintenance of contract matters, should they develop, may be negotiated under a written supplemental agreement, subject to Assembly approval.

~~This agreement supersedes all prior agreements, written or oral, unless expressly stated herein and constitutes the complete and entire agreement between the parties.~~

~~The parties acknowledge that during negotiations resulting in this Agreement, each had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements reached by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Municipality and the Union each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.~~

Article 13.2. Separability and Savings

Should it be determined by a court of competent jurisdiction that any article of this Agreement is not in conformity with any applicable law, the parties shall meet and such article or portion thereof shall be suspended and amended to conform to the law. This article shall not apply so long as appeal to a higher court of competent jurisdiction is in process.

Commented [h1]: Old 2.14

Article 13.3 Successors and Assigns

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected by the consolidation, merger, or change of organization to either party, including the unification of municipal governments. This Agreement shall not be affected by any geographical relocation of the place of business of either party hereto.

Commented [h2]: Old 2.15, with changes.

[Signature]
13:47
8/7/13

[Signature] 8/7/13
13:47 *[Signature]*

PUBLIC EMPLOYEES, LOCAL 71

**ARTICLE 13
ENTIRE AGREEMENT**

T.A.

PUBLIC EMPLOYEES, LOCAL 71

13.1 Entire Agreement

This agreement supersedes all prior agreements, written or oral, unless expressly stated herein and constitutes the complete and entire agreement between the parties.

The parties acknowledge that during negotiations resulting in this Agreement, each had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements reached by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Municipality and the Union each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.

MUNICIPALITY OF ANCHORAGE

Lisa Arnold
Labor Relations Director

Mary Susan Goocey
Committee Member

David K. F. Otto
Employee Relations Director

Mark Begich
Mayor

PUBLIC EMPLOYEES, LOCAL 71

Robert Johnson
Business Manager/Secretary Treasurer

William Meers
Business Representative

Leon Chatman
Committee Member

Dave Culbreth
Committee Member

ATTEST:

Barbara Gruenstein
Municipal Clerk

PUBLIC EMPLOYEES, LOCAL 71

CERTIFICATION

I certify that the foregoing Agreement was ratified by a majority vote of the members of the Anchorage Assembly, at a properly called meeting on the ____ day of _____ 2008.

MUNICIPALITY OF ANCHORAGE

DATED: _____

BY: _____

Its _____

PUBLIC EMPLOYEES, LOCAL 71

CERTIFICATION

I certify that the foregoing Agreement was ratified by a majority of the members of the bargaining unit present and voting at properly called meetings on the ____ day of _____ 2008.

PUBLIC EMPLOYEES, LOCAL 71

DATED: _____

BY: _____

Its _____