

# ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

AND

ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION INC

Subject: Holidays

AA # 2023-01

This Agreement is between the Municipality of Anchorage (MOA) and the Anchorage Municipal Employees Association, Inc (AMEA). The MOA and AMEA are parties to the Collective Bargaining Agreement in effect as of March 15, 2022. The parties wish to set forth their Agreement concerning Holidays.

Article 4.1 Recognized Holidays will be changed as outlined below and will be effective upon Assembly approval.

## Recognized Holidays

New Year's Day (January 1)

Martin Luther King, Jr. Day (third Monday in January)

President's Day (third Monday in February)

Seward's Day (last Monday in March)

Memorial Day (last Monday in May)

Juneteenth (June 19) – Effective 2024

Independence Day (July 4)

Labor Day (first Monday in September)

Indigenous People's Day (Second Monday in October) – Effective 2024

Veteran's Day (November 11)

Thanksgiving Day (4<sup>th</sup> Thursday in November)

Day After Thanksgiving

Christmas Day (December 25)

One (1) Personal Holiday (Refer to 4.2)

The first full pay period following Assembly approval, for 2023 only, eligible regular full time active employees, will receive a onetime allotment of 10 (ten) hours of non-cashable leave.

The first full pay period in October 2023 only, eligible regular full time active employees, will receive a onetime allotment of 10 (ten) hours of non-cashable leave.

Pursuant to AMC 3.70.130 D., each and every collective bargaining contract, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how

denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing in behalf of a party. The duly authorized representatives, on behalf of the parties to this Agreement, hereby affirm and certify as follows:

- A. This Agreement complies with Anchorage Municipal Code section 3.70.130.
- B. Section 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by section 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.
- D. Absent Assembly approval as required by section 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. Section 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor Agreement.
- F. Intentional actions in violation of section 3.70.130 are subject to fines and penalties under section 1.45.010.
- G. Remedial actions: in the event the provisions of section 3.70.130 are violated by administrative action, any labor Agreement, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

AGREED TO AND SIGNED FOR BY:

AMEA

  
\_\_\_\_\_  
Paul Hatcher  
AMEA President

5/30/23  
Date

MUNICIPALITY OF ANCHORAGE

  
\_\_\_\_\_  
Raylene Griffith  
Labor Relations Director

5/30/2023  
Date