

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

AND

THE PLUMBERS & STEAMFITTERS UA LOCAL 367

Subject: Holidays

AA # 2023-01

This Agreement is between the Municipality of Anchorage (MOA) and the Plumbers & Steamfitters UA Local 367 (PLU). The MOA and PLU are parties to the Collective Bargaining Agreement in effect as of May 23, 2023. The parties wish to set forth their Agreement concerning Holidays.

Article 4.1.1 and 4.2.3 will be changed as outlined below and will be effective upon Assembly approval.

Section 4.1.1

4.1.1 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 (4th Thursday in November)

Day After Thanksgiving

Christmas Day (December 25)

The first full pay period following Assembly approval, in 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.

Section 4.2.3 Holiday Pay

B. 2

~~Every Effective starting the 2023~~ calendar year, the Municipality shall pay Treatment Plant Operators I - IV, on the first pay check in December, an amount equal to the employee's straight time factored rate of pay for ~~one hundred and thirty two~~ one hundred and fifty six (156) hours for all recognized holidays (as specified in 4.1.1) in that calendar year. Should an employee separate during the course of the calendar year, the amount paid shall be prorated based on each holiday recognized between January 1 and the date of the separation. Employees hired during the calendar year shall be prorated the amount based on each recognized holiday that occurs from the hire date through the end of the calendar year. In addition, all regularly scheduled hours worked on a holiday shall be compensated at the employee's factored rate of pay.

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:

PLUMBERS & STEAMFITTERS

Brandon McGuire 5/30/2023
Brandon McGuire Date
Business Representative

MUNICIPALITY OF ANCHORAGE

Raylene Griffith 5/30/2023
Raylene Griffith Date
Labor Relations Director