ANCHORAGE, ALASKA
AR NO. 2019-417(S)

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

WHEREAS, Anchorage Municipal Code subsection 3.70.090D. provides the
Assembly with an opportunity to set general labor relations policy and directions for
contract negotiations; and

WHEREAS, approximately nine years have elapsed since the Assembly last
set general labor relations policy and directions for contract negotiations under
AR 2010-86 (copy attached); and

WHEREAS, the position of the Municipality of Anchorage is significantly
different than it was in 2010; and

WHEREAS, employee wages and benefits are a significant cost of Municipal
government, approximately 56% of its annual general government operating
budget; and

WHEREAS, longer-term collective bargaining agreements provide budgetary
stability and avoid the time and expense of negotiating shorter-term agreements; and

WHEREAS, if economic conditions or other factors and variables change,
parties to a labor agreement can mutually agree to undertake collective bargaining
at any time under AMC section 3.70.090E. and may modify or amend an explicit
term or written provision which has financial consequences by administrative
agreement, subject to approval by the employee organization and Assembly; and

WHEREAS, good faith collective bargaining over wages, hours and
other terms and conditions of employment is the policy of the Municipality of
Anchorage under Anchorage Municipal Code sections 3.70.010 (collective
bargaining definition), 3.70.020, and 3.70.140; and
WHEREAS, to meet the duty to bargain in good faith, it is essential that these policy objectives be viewed simply as guidelines to allow the Administration and employee organizations to work together to adapt to changing conditions and achieve mutually beneficial solutions; and

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

NOW THEREFORE, the Anchorage Assembly resolves that in labor contract negotiations with the Municipality’s employee bargaining units that begin after the date of this Resolution, the Administration is expected by the Assembly to negotiate provisions meeting these policy objectives:

1. The term of any collective bargaining agreement may [shall] be up to five years in duration.

2. Increases in wages, benefits, and other forms of compensation shall take into account [economic feasibility,] workload, productivity, the cost of living as measured by the annual increase in the Consumer Price Index for All Urban Consumers (CPI-U) for Urban Alaska published by the United States Department of Labor, Municipal economic feasibility, the parties’ bargaining history, relevant market comparisons in the public sector and relevant market comparisons in the private sector taking into account the cost of living in the markets compared, the Municipality’s past practice, and impact on personnel or workplace morale.

3. The Municipality and employees should share in the cost of providing health care.

4. Collective bargaining agreements shall have wage and benefit structures designed to minimize unnecessary employee turnover and its costs to the Municipality.

5. Work rules that result in costly processes and procedures with little or no true added value are to be eliminated.

6. The Municipality and bargaining representatives should work collaboratively to identify more efficient and cost-effective means to carry on the work of the Municipality, including exploration of both union and administration-based solutions to curbing health care costs.
PASSED AND APPROVED by the Anchorage Assembly this 17th day of December, 2019.

Chair

ATTEST:

Barbara A. Jones
Municipal Clerk