

CLERK'S OFFICE
APPROVED
Date: 4-22-03

Submitted by: Chair of the Assembly
at the Request of the Mayor
Prepared by: Employee Relations
Department
For Reading: April 22, 2003

ANCHORAGE ALASKA
AR No. 2003-108

**A RESOLUTION APPROVING THE LETTER OF AGREEMENT BETWEEN
THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL UNION
OF OPERATING ENGINEERS-LOCAL 302 FOR THE APPRENTICESHIP
TRAINING AGREEMENT**

WHEREAS, the Municipality of Anchorage (hereinafter MOA) and the International Union of Operating Engineers-Local 302 (hereinafter Local 302) have negotiated a Letter of Agreement for the Apprenticeship Training Agreement; and

WHEREAS, on March 13, 2003, Local 302 District Representative signed the Letter of Agreement; and

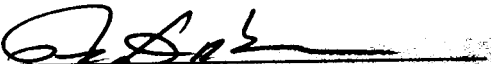
WHEREAS, Anchorage Municipal Code subsection 3.70.130A., *Contracts and amendments*, requires that the agreement be submitted to the assembly for ratification in the same manner as a municipal ordinance; now therefore,

THE ANCHORAGE ASSEMBLY RESOLVES:

Section 1. The Letter of Agreement dated March 13, 2003 between the Municipality of Anchorage and the International Union of Operating Engineers-Local 302 is approved.

Section 2. This resolution is effective immediately upon passage and approval.

PASSED AND APPROVED by the Anchorage Assembly this 22nd day of April, 2003.


Chair

ATTEST:


Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government & Utilities

AR Number 2003-108

Title: **Letter of Agreement between MOA and Local 302, Apprenticeship
Training Agreement**

Sponsor: **ER**
Preparing Agency: **ER**
Others Impacted: **N/A**

CHANGES IN EXPENDITURES AND REVENUES:

(In Thousands of Dollars)

	<u>FY03</u>	<u>FY04</u>	<u>FY05</u>	<u>FY06</u>	<u>FY07</u>
Operating Expenditures					
1000 Personal Services					
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	\$	\$	\$	\$	\$

Add: 6000 Charges from Others

Less: 7000 Charges to Others

FUNCTION COST:	\$	\$	\$	\$	\$
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REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>
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PUBLIC SECTOR ECONOMIC EFFECTS:

A net "no cost" Letter of Agreement that established an Apprenticeship Training Program

SUMMARY OF ECONOMIC EFFECTS

PRIVATE SECTOR ECONOMIC EFFECTS:

Prepared by: Debi English

Telephone: 343-4571

Validated by OMB: _____

Date: _____

Approved by: _____
David Otto

Date: _____

Concurred by: _____

Date: _____

Approved by: _____
Harry J. Kielsing, Municipal Manager

Date: _____

**MUNICIPALITY OF ANCHORAGE
ASSEMBLY MEMORANDUM**

AM No. 319 -2003

Meeting Date: April 22, 2003

1 From: Mayor

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3 Subject: Letter of Agreement Between the Municipality of Anchorage and the International Union of
4 Operating Engineers-Local 302, Apprenticeship Training Agreement
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6 The Municipality of Anchorage (MOA) and the International Union of Operating Engineers-Local 302 (Local 302)
7 have entered into a Letter of Agreement (LOA) to establish an Apprenticeship Training Agreement (Apprenticeship
8 Agreement) within the Municipality of Anchorage. The Apprenticeship Agreement will encourage a more diverse
9 applicant pool and will, over time, provide a more skilled workforce for the Municipality.

10
11 Apprenticeship applicants compete in an extensive screening and selection process by Local 302. The Apprentice is
12 required to complete mandatory on-going classroom training provided by Local 302 at their facilities and then
13 perform approximately 6000 of on-the-job training. The Apprentice Wage and Step Progression begins at 60% of a
14 Journeyman Operator-Grade 17 Step 1 pay rate. For every 1000 hours of satisfactory job performance and
15 mandatory classroom training, the Apprentice's wages increase to 70%, 80%, 85%, 90%, and 95% of Grade 17.
16 Upon 6000 hours of satisfactory on-the-job training the Apprentice becomes a Journeyman Operator at Grade 17,
17 Step 3.

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19 The Municipality will not be increasing Municipal positions to implement the Apprentice Agreement. The
20 Municipality will fill some vacant positions with Local 302 Apprentices. There is no additional cost to the
21 Municipality for the Apprenticeship Program. In fact, there will be some minimal savings as the Apprentice will not
22 be earning the full wage of a Journeyman Operator.

23
24 THE ADMINISTRATION RECOMMENDS THE ASSEMBLY APPROVE THE RESOLUTION
25 APPROVING THE LETTER OF AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE
26 AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS-LOCAL 302, APPRENTICESHIP
27 TRAINING AGREEMENT
28

29 Debi English, Municipal Personnel Director

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31 Recommended by: David Otto, Employee Relations Director

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33 Concur: Harry J. Kieling, Municipal Manager

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35 Respectfully submitted, George P. Wuerch, Mayor
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LETTER OF AGREEMENT
Between the
MUNICIPALITY OF ANCHORAGE (MOA)
And The
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL-302
(Local 302)

Re: APPRENTICESHIP TRAINING AGREEMENT

The parties to this Agreement agree to provide Apprenticeship opportunities for persons within the Municipality of Anchorage, and training opportunities for the employees covered by the collective bargaining agreement between the parties under the following provisions.

The parties further agree to maintain a formal Apprenticeship Plan for the training of Local 302 for the Municipality of Anchorage. The parties of this Agreement agree to participate in and support the Apprenticeship Plan and to abide by its local rules and requirements governing the selection, manning, qualifications, education and training of all apprentices, insofar as said rules and requirements conform to the National Apprentice and Training Standards for the trade of Operating Engineers and to all applicable laws. Where conditions permit, the MOA may utilize apprenticeship ratios of up to one (1) apprentice for every five (5) journeymen; however the requirements of the approved standards are to be applied.

The parties agree that the contribution for the MOA from Alaska Works Partnership Grant to the Alaska Operating Engineers/ Employers training trust shall be year-to-year and no longer than the term of the current MOA/Local 302 Collective Bargaining Agreement. The contributions made to the Training Trust shall only be made on behalf of those Apprentices and members of the Operating Engineers employed by the MOA.

The MOA shall create a new job class titled "Apprentice-Local 302" for this program. In addition to meeting all the conditions and requirements of the Local 302 Apprenticeship Plan, the Apprentices shall meet the following conditions:

The MOA as the Employer shall not employ an Apprentice under this Agreement unless the individual is an Apprentice under the Local 302, Alaska "Constitutional and Contractual Obligations, I.U.O.E. Local 302 Registered Apprentices."

2. The Apprentice shall be at least 18 years of age, shall have a high school diploma or GED or equivalent, and shall at time of hire have a CDL, Class appropriate along with required endorsements.
3. The Apprentice shall be on probation until successful completion of 6000 hours of work, or until graduation from the Apprenticeship program, whichever occurs first, as determined by the Local 302.
4. The Apprentice may be terminated by the Local 302 Apprenticeship Program at any time for any reason or no reason prior to 2000 hours of service.

5. The Apprentice may be terminated by the Local 302 Apprenticeship Program at any time for cause after 2000 hours of service.
6. The Apprentice shall, during regular work hours, be on leave without pay or on paid leave, if available, for any required classroom instruction.
7. The Apprentice shall not be eligible to file an appeal or grieve against the MOA if terminated under this Agreement.
8. The Apprentice shall be covered by all other terms and conditions of employment under the MOA/Local 302 Collective Bargaining Agreement and applicable Anchorage Municipal Code provisions.
9. The Apprentice may advance in wage progression faster than identified under "Apprentice Wages and Step Progression" if signed off by Local 302 and the MOA.
10. Wages and Wage Progression below:

APPRENTICE WAGES AND WAGE PROGRESSION

0 -999 Hours	60% of Journeyman Pay Scale-Grade 17, Step 2
1000-1999 Hours	70% of Journeyman Pay Scale-Grade 17, Step 2
2000-2999 Hours	80% of Journeyman Pay Scale-Grade 17, Step 2
3000-3999 Hours	85% of Journeyman Pay Scale-Grade 17, Step 2
4000-4999 Hours	90% of Journeyman Pay Scale-Grade 17, Step 2
5000-5999 Hours	95% of Journeyman Pay Scale-Grade 17, Step 2
6000 Hours	100% of Journeyman Pay Scale-Grade 17, Step 3

Apprentice Operators shall receive full benefits under this agreement, but are excluded from pay in a higher classification until they graduate from the Apprenticeship program. Graduation from step to step in the pay range, and final completion of the program will not be made until the Apprentice completes required paperwork, required classroom instruction, and receives satisfactory evaluations from the Employer and Apprenticeship Director.

Agreed to this day of _____, 2003

FOR LOCAL 302

**FOR THE MUNICIPALITY OF
ANCHORAGE**

Jeff Ackerman, District Representative

Debi English, Municipal Personnel Director

Content Information

AR 2003-108

Content ID : 000696

Title: A RESOLUTION APPROVING THE LETTER OF AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS-LOCAL 302 FOR THE APPRENTICESHIP TRAINING AGREEMENT

Author: englishde

Initiating Dept: ER

Review Depts: Legal

Description: A Letter of Agreement Between the Municipality of Anchorage and the International Union of Operating Engineers-Local 302, Apprenticeship Training Agreement

Date Prepared: 3/13/03 12:26 PM

Web Location: [HTTP://hufflepuff/stellent/groups/public/documents/ar_allother/000696.zip](http://hufflepuff/stellent/groups/public/documents/ar_allother/000696.zip)

Workflow History

Workflow Name	Action Date	Action	User	Security Group	Content ID	Revision
AllOtherARWorkflow	3/13/03 12:32 PM	Checkin	englishde	Public	000696	0
ER_SubWorkflow	3/13/03 2:50 PM	Approve	ottodk	Public	000696	0
AllOtherARWorkflow	3/24/03 3:35 PM	Reject	wheelerda	Public	000696	0
AllOtherARWorkflow	3/28/03 4:29 PM	Checkin	englishde	Public	000696	0
AllOtherARWorkflow	4/4/03 2:32 PM	Checkin	englishde	Public	000696	0
ER_SubWorkflow	4/4/03 2:36 PM	Approve	ottodk	Public	000696	
AllOtherARWorkflow	4/8/03 1:39 PM	Reject	wheelerda	Public	000696	
AllOtherARWorkflow	4/9/03 1:11 PM	Checkin	englishde	Public	000696	0
AllOtherARWorkflow	4/9/03 1:23 PM	Checkin	englishde	Public	000696	0
ER_SubWorkflow	4/9/03 3:30 PM	Approve	ottodk	Public	000696	0
Legal_SubWorkflow	4/14/03 3:55 PM	Approve	wheelerda	Public	000696	0
MuniManager_SubWorkflow	4/16/03 9:25 AM	Approve	kielinghj	Public	000696	0
Mayor_SubWorkflow	4/16/03 5:04 PM	Approve	wuerchgp	Public	000696	0
MuniMgrCoord_SubWorkflow	4/17/03 8:35 AM	Approve	bealejl	Public	000696	0

ADDENDUM-RESOLUTIONS FOR ACTION- OTHER

2003 APR 17 AM 11:21
M.O.A.