

ADMINISTRATIVE AGREEMENT
between the
MUNICIPALITY OF ANCHORAGE (MOA)
and the
ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION, INC.

Anchorage Municipal Employees Association, Inc. Administrative Agreement 2026-10

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 (CBA) in effect through December 31, 2029. The parties agree to the following amendment to the CBA ("Agreement") and the additional clarification of processes to reflect the organizational merger of the Anchorage Municipal Employees Association (AMEA) and the Alaska State Employees Association/AFSCME Local 52 (ASEA) effective April 1, 2026, and further designate ASEA as the exclusive collective bargaining representative of all AMEA represented employees. Upon Assembly approval, the parties wish to amend the language in the CBA as outlined below.

All references to "AMEA", "the Association" or "the union" in the Agreement shall include ASEA.

Article 2 – General Provisions

2.9.3 Dues Check Off.

The MOA will deduct from the wages of those employees who have voluntarily signed a Union Membership & dues Dues Deduction check-off authorization Authorization form ~~approved and is on file~~ by the MOA. The Union Membership & ~~Dues dues check-off~~ Deduction ~~authorization Authorization~~ form will be approved by the MOA annually or when any changes have been made to the form. ~~Failure to approve~~ Approval of the form shall not be unreasonably withheld. The MOA will deduct on a ~~bi-monthly~~ weekly basis the regular union dues, ~~agency fees~~, assessments, initiation fees, PAC contributions and/or ~~other~~ contributions authorized by the employee to the Association as certified by the Secretary-Treasurer of the Association. Such authorization shall be revocable as specified in the authorization. ~~The MOA shall only process revocation requests at the direction of the Union.~~ The MOA shall forward such union dues, ~~agency fees~~, assessments, initiation fees, PAC contributions, and ~~other~~ contributions to the Association by the fifteenth (15th) day of the month following the month in which said union dues are checked off. The MOA will deduct the union dues, ~~assessments~~, ~~initiation fees~~, or PAC contributions going forward after receipt of the signed Union Membership & Dues dues check-off Authorization form but the MOA will not collect ~~dues any funds~~ prior to the date the form was received. The MOA shall use reasonable care in checking off and forwarding said union dues, ~~assessments~~, initiation fees, and PAC contributions, but shall not be liable for any failure to do so other than an intentional, bad faith failure to forward said union dues, ~~agency fees~~,

assessments, initiation fees, and PAC contributions. The Association agrees to defend, indemnify, and hold harmless the Municipality from any claim and/or liability of the Municipality for compliance with this section unless based upon intentional, bad faith actions described above.

Union Membership & Dues Deduction Authorization Form includes both voluntary membership of ASEA and/or voluntary ASEA/AFSCME Local 52 Political Action Committee (PAC) contributions.

ARTICLE 4 – Holidays and Leave

Section 4.3.2 Forfeiture of Holiday Pay.

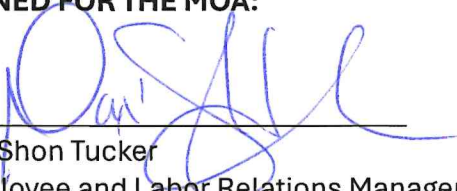
~~If employees are not in full a paid status for the entire shift on the last regular scheduled workday preceding such holiday and on the next regular scheduled workday following such holiday part of their scheduled shift preceding a holiday or part of their scheduled shift following a holiday, then they shall forfeit their right to receive payment for such holiday.~~

Pursuant to Anchorage Municipal Code (AMC) 3.70.130D, 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 on behalf of a party. The duly authorized representatives, on behalf of the parties to this agreement, affirm and certify as follows:

- A. This agreement complies with AMC 3.70.130.
- B. AMC 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by AMC 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 AMC 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. AMC 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor agreement.
- F. Intentional actions in violation of AMC 3.70.130 are subject to fines and penalties under AMC 1.45.010.
- G. Remedial actions: In the event the provisions of AMC 3.70.130 are violated by administrative action, any labor agreement, agreement, modification, written interpretation, or other change, alteration or amendment, not matter how denominated, shall be null and void with no force or effect.

IN WITNESS THEREOF, this agreement is entered into freely and voluntarily by the parties, as acknowledged by their signatures below.

SIGNED FOR THE MOA:



Dar'Shon Tucker
Employee and Labor Relations Manager

10/16/26

Date

SIGNED FOR ASEA:



Heidi Drygas
Exec Director, ASEA/AFSCME Local 52

6/16/26

Date