

# COLLECTIVE BARGAINING AGREEMENT

Between

INTERNATIONAL UNION OF OPERATING ENGINEERS,  
LOCAL 302



&

MUNICIPALITY OF ANCHORAGE



July 1, 2026– June 30, 2030

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**ARTICLE 1**  
**PREAMBLE**

This Agreement is made and entered into by and between the Municipality of Anchorage, hereinafter referred to as the "Municipality" or "MOA" and the International Union of Operating Engineers, Local 302, hereinafter referred to as the "Union."

## **ARTICLE 2 GENERAL PROVISIONS**

### **Article 2.1 - Purposes of Agreement**

The purpose of this Agreement is to set forth the negotiated wages, hours and other terms and conditions of employment for Union represented employees, to promote the settlement of labor disagreements by conference, to provide for the resolution of unsettled grievances under this Agreement by binding arbitration, to prevent strikes, and lockouts, to eliminate avoidable delays and excessive or unnecessary costs and expenses, and generally to encourage a spirit of helpful cooperation between the MOA and its employees and the Union to their mutual benefit.

### **Article 2.2 - Scope of Agreement**

This Agreement shall cover all facilities operated by the MOA during the term of this Agreement or any extension thereof using Union represented MOA employees and all operations and work conducted during the term of this Agreement or any extension thereof by Union represented employees of the MOA.

### **Article 2.3 - Definitions**

#### **Article 2.3.1 - Agency Head**

Agency Head means a department director or general manager or any of their designees.

#### **Article 2.3.2 - Appointment**

Appointment means those methods by which a qualified person is designated to fill a specific vacant position.

#### **Article 2.3.3 - Department**

The term department shall mean the departments listed in AMC 3.20. A department may also be called an agency.

#### **Article 2.3.4 - Director**

As used in this Agreement, Director shall mean the Director of Human Resources or designee.

#### **Article 2.3.5 - Division**

As used in this Agreement division shall mean the next largest sub-unit within a department, which is identified as such on the official organization chart of the department.

### **Article 2.3.6 - Emergency or Emergency Situation**

If not otherwise defined in this agreement or Municipal law, in which the term is used, emergency or emergency situation shall include a natural disaster, act of violence, or an occurrence, event or situation which causes or has the immediate potential for causing death or serious injury to persons or destruction or significant damage to property or the physical environment to such an extent that extraordinary actions should be taken to insure the public safety and welfare or protect property or the physical environment.

### **Article 2.3.7 - Immediate Family**

Except as defined in Federal, State or Municipal laws, in this Agreement, immediate family shall mean the employee's spouse, child, mother, father, mother-in-law, father-in-law, brother, sister, grandmother, grandfather, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or step-relationship for those family members listed above, person for whom the employee has been appointed as legal guardian, or other family members who reside permanently with the employee. Child means the employee's biological, adopted, or foster child, stepchild, or legal ward.

### **Article 2.3.8 - Merit Anniversary Date**

Merit anniversary date means the day of the month following completion of the probationary period.

### **Article 2.3.9 - Night Shift**

A shift in which the majority of hours fall between 6:00 p.m. and 6:00 a.m.

### **Article 2.3.10 - Probation**

Status of an employee for a period of one hundred eighty (180) calendar days following the date of initial hire/rehire or initial employment in a different classification.

### **Article 2.3.11 - Full-Time Employee**

An employee normally scheduled to work forty (40) hours during the workweek.

### **Article 2.3.12 - Seasonal Employee**

Seasonal Employees perform work for a period of time, not to exceed six (6) months in seasonal duration with an option to extend up to two (2) months with agreement of the union. Such agreement will not be unreasonably withheld. Seasonal Employees perform work associated with the events of a particular season of the year.

### **Article 2.3.13 - Section**

Section as used in this Agreement shall mean a subdivision of a division, as shown on the official organization chart of the department, which contains work units.

### **Article 2.3.14 - Swing Shift**

A shift in which the majority of hours fall between at 3:00 p.m. and 3:00 a.m.

### **Article 2.3.15 - Temporary Employee**

Temporary employees are additional employees hired to augment the workforce whenever the workload temporarily creates a requirement for additional help, or in the event of an emergency or unanticipated situation, or to relieve regular employees during absences. Temporary employees may be used to fill full-time regular or temporary positions. The MOA shall not use temporary employees to circumvent the need for regular full-time employees.

### **Article 2.3.16 - Work Day**

A twenty-four (24) hour period during which an employee is scheduled to work.

### **Article 2.13.17 - Work Unit**

Work unit as used in this Agreement shall mean a separately identifiable group of employees within a section that work together as a unit.

### **Article 2.3.18 - Work Week**

A fixed period of 168 hours (7 consecutive 24-hour periods) commencing at 12:00 a.m. on Monday and ending at 11:59 p.m. on Sunday for 5/8 and 4/10 schedules. For other schedules, different start/end days and times may be used.

### **Article 2.3.19 - Regularly Scheduled Shift**

The work schedule and shift (days and hours) that an employee is assigned based on their shift bid per this Agreement.

### **Article 2.4 - Applicability of Personnel Rules Ordinance**

To the extent where there is a conflict between this Agreement and the Personnel Rules (AMC 3.30) in effect at the commencement of negotiations of this contract, the provisions of this Agreement shall prevail. In the event this Agreement is silent, or no conflict exists, the Personnel Rules will be applicable. In the event that this Agreement and the Personnel Rules are both silent, the parties agree to meet and confer.

## **Article 2.5 - Recognition**

The MOA recognizes the Union as the sole and exclusive collective bargaining representative of the employees of the MOA who are employed in a classification set forth in this Agreement.

## **Article 2.6 - Non-Discrimination**

It is hereby agreed that there shall be no discrimination by the MOA or the Union against any employee for any reason prohibited by law. Both the Municipality and the Union shall bear the responsibility for complying with this provision. Further, the Municipality is committed to positive, practical efforts in employment, promotion, and administration of personnel actions to ensure equal employment opportunity to all represented employees at all job levels. The Union recognizes and supports that commitment. The remedy for violations outside of this Agreement are as prescribed by law.

## **Article 2.7 - Gender**

All reference to employees in this Agreement designates both sexes, and wherever the male gender is used, it means both female and male employees.

## **Article 2.8 - Plurality**

Unless the context of this Agreement clearly requires a different interpretation or construction, all references to the singular shall also include the plural and vice-versa.

## **Article 2.9 - No Strike, No Lockout**

This Agreement is a guarantee by all parties that there will be no strikes, lockouts, work slowdowns or stoppages, picketing or other voluntary unauthorized work disruptions during the life of this Agreement. The Union further agrees not to sanction, aid, abet, encourage such activity during the life of this Agreement, and to undertake all reasonable means to prevent or terminate any such activity.

## **Article 2.10 - Management Rights**

Except as otherwise expressly provided in this Agreement, it is the right of the Municipality acting through its agencies to determine the standards of service to be offered by its agencies; determine the standards of selection for employment and job performance; direct its employees; take disciplinary action for just cause; maintain the efficiency of governmental operations, determine the methods, means, and personnel by which government operations are to be conducted; take all necessary actions to carry out its organization and the technology of performing its work; require overtime; determine and enforce levels of productivity; establish and enforce work rules, policies or regulations required by federal or state law or court order; and take or direct any necessary actions in emergency situations, as defined in the Collective Bargaining Agreement.

## **Article 2.11 - Employee Representative Rights**

### **Article 2.11.1 - General Rights**

The parties acknowledge and agree that the Union has the right and obligation to fairly and diligently represent the legitimate employment interests of MOA employees who are members of the bargaining unit covered by this Agreement. The MOA agrees that it will not interfere with the Union and MOA employees. The MOA recognizes the right of a union to discipline members for violation of any union laws, rules or agreements. The Municipality agrees that it will not in any manner, directly or indirectly, attempt to interfere between any employees and the Union, and that it will not in any manner restrain or attempt to restrain any employee from belonging to the Union or from taking an active part in union affairs, and that it will not discriminate against any employee because of union membership or lawful union activity. No worker shall be discriminated against for upholding union principles or for serving on a committee, and shall not lose their position or be discriminated against for this reason. Any employee appointed or elected to office in the Union which requires all of their time shall not lose their established seniority with the MOA (seniority frozen) and shall be granted a leave of absence without pay for the duration of the term of office upon application. The MOA need not preserve the employee's position and will be obligated to return the employee only to a position in the department in which the employee was employed which is vacant and equal to or less than the position, which the employee vacated, and for which the employee is qualified. The right to return to a vacant position shall last for two (2) years from the commencement of the leave and shall be subordinate to any employment preference applicable to the position.

### **Article 2.11.2 - Union Membership**

- A. All employees covered under the terms of this Agreement who are not already Union members may make application to join the Union as a full member or become an agency fee-payer.
- B. A shop steward or business representative will be notified of all hired or re-hired bargaining unit members and will be allowed to meet with all such employees up to sixty (60) minutes during regular work hours within ten (10) calendar days of hire or rehire. Such meetings will be on paid time and will not require the use of leave. In cases when there are multiple employees hired or rehired in the same pay period, the Union will make every effort to meet with the employees as a group and not individually for a maximum of sixty (60) minutes.

### **Article 2.11.3 - Dues Check Off**

The MOA will deduct from the wages of those employees who have signed a dues check off authorization form. The dues check off authorization form must authorize the deduction of dues and must include the employee's name, last four digits of the employee's Social

Security number, date, and signature. The MOA will deduct on a bi-monthly basis, the regular dues and initiation fees authorized by the employee to the Union as certified by the secretary of the Union. Such authorization shall be revocable as specified in the authorization. The MOA shall forward such dues and initiation fees to the Union by the fifteenth (15th) day of the month following the month in which said dues are checked off. The MOA shall use reasonable care in checking off and forwarding said dues and initiation fees but shall not be liable for any failure to do so other than an intentional, bad faith failure to forward said dues and initiation fees. The Union assumes all obligations and responsibility for the continued membership of their members and the collection of their dues.

#### **Article 2.11.4 - Stewards**

The Union may appoint such stewards as are set forth below. All stewards shall be working stewards. As scheduled by management, a steward may spend a reasonable amount of time during working hours attending to union business within the department. The duties and activities of the shop steward shall include handling of complaints and grievances and administration of the Agreement. For these duties the shop steward's wages will be borne by the MOA and the hours worked in this capacity will be counted as hours worked for determining overtime eligibility. Stewards must document the time spent on union business on their timecards. The Union shall reimburse the Municipality for any payments made by the Municipality to a municipal employee for time spent performing services primarily for the Union and the Union representatives employed by the Municipality will maintain accurate time records which reflect the performance of such services. Shop stewards may use union leave, annual leave, or leave without pay (if union leave and annual leave have been exhausted), not to exceed two (2) days each year for training purposes with prior approval of the agency and the Human Resources Director. Where there is more than one shop steward in a location, the Union shall designate one steward as lead.

Recognized Stewards as listed:

|                      |                |
|----------------------|----------------|
| Port of Alaska       | One Steward    |
| Merrill Field        | One Steward    |
| Street Maintenance   | Three Stewards |
| Solid Waste Services | Two Stewards   |

#### **Article 2.11.5 - Visits to Municipal Work Location**

Non-employee Union representatives may visit only those MOA facilities or work locations occupied by employees, which the Union represents, and only on official business. Only Union business representatives may visit MOA property during working hours. Non-employee Union representatives may not visit such locations in connection with union elections or other internal union affairs. With regard to each visit, the Union must provide the Agency Head, which controls the location with reasonable advance notice of intent to visit and the notice must specify the reason for the visit. The visit may not interrupt, distract

or interfere with the work of employees. The Agency Head may refuse to consent to the visit if it would unduly interfere with the work of employees or activities of the department or agency, or terminate the visit if it interferes with the work of employees or activities of the department or agency. If the visit is refused, the Agency Head must reschedule the visit at the earliest convenient time. Union representatives may conduct meetings on MOA premises only with the consent of the Agency Head and only with regard to official business affecting the MOA, its employees and the Union. Union representatives may conduct meetings of MOA employees during employee working time only with the express consent of the Agency Head whose employees would be affected.

#### **Article 2.11.6 - Administrative Notification**

The Union shall be notified in writing of any Municipal directive, memorandum, rule or regulation, which cover or affect areas, covered by this Agreement or which affect any group of employees working under this Agreement. The Union business representative shall be given adequate notice by the MOA prior to the time that any committee defined by this Agreement is convened.

#### **Article 2.11.7 - Bulletin Boards**

The MOA shall provide bulletin boards and/or space on existing bulletin boards as reasonably requested by the Union.

#### **Article 2.11.8 - Union Leave Bank for Union Business**

The Union has the right to maintain a Union leave bank through donations of annual leave from Union employees. The use of Union leave shall be at the sole discretion of the Union. Authorization for the use of Union leave shall be by the Union's Business Manager or designee in writing. The Union shall identify such designee(s) in writing. Time off on Union leave shall be scheduled with the employees' supervisor.

The Municipality will maintain a Union Leave Bank to be managed by the Union. The account will be funded automatically by the Municipality in the amount of two (2) hour of annual leave from every regular union member on the second full pay period in January of each year. No deductions will be made in years in which the bank balance is in excess of 1000 hours. Granting of union leave will only require approval of the Union. The Municipality will incur no additional cost as the result of union leave usage. At the request of the Union, the Municipality will provide an accounting of the leave balance in the bank.

#### **Article 2.11.9 - Jurisdictional Disputes**

Disputes which arise between the Union and another Municipal union concerning representation of employees may be presented by the Union(s) to the Employee Relations Board for resolution.

## **Article 2.12 - Exclusive Nature of Agreement**

This Agreement shall constitute the sole and entire agreement between the parties replacing, superseding and revoking all prior understandings, agreements, side letters, memorandums of understanding, administrative agreements, workplace policies, and practices. Nothing in this Article shall relieve the parties of their legal obligation to bargain in good faith with respect to mandatory subjects of bargaining under law.

## **Article 2.13 - Amendment of Agreement**

This Agreement may be amended at any time by mutual consent of the parties hereto. Such amendment shall be reduced to writing, state the effective date of the amendment and be executed in the manner required by AMC 3.70.130.

## **Article 2.14 - Separability and Savings**

Should it be determined by a court of competent jurisdiction that any article of this Agreement is not in conformity with any applicable law, the parties shall meet and such Article or portion thereof shall be suspended and amended to conform to the law. This Article shall not apply so long as appeal to a higher court of competent jurisdiction is in process.

## **Article 2.15 - Successors and Assigns**

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected by the consolidation, merger, or change of ownership or management, of either party to this Agreement. This Agreement shall not be affected by any geographical relocation of the place of business of either party hereto.

## **Article 2.16 - Productivity**

The overriding consideration in the establishment of productivity standards is an honest day's work for an honest day's pay. Since the issue of assuring the community that they are receiving the best services for their tax dollars is of critical interest to both management and labor, labor recognizes that the establishment of such productivity improvements is the right and obligation of management. The Union will be informed in advance of any proposed change in productivity standards and given the opportunity to discuss the proposed change(s) with the MOA prior to implementation.

Maximized productivity is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. Work procedures, schedules and assignments or any other means of increasing productivity may be established and/or revised from time to time at the discretion of the Municipality so long as no right guaranteed employees under this Agreement is violated.

## **Article 2.17 - Contracting Out**

For the purposes of this Article, "contracting out" shall mean the procurement of goods and/or services by the MOA or any agency thereof from sources other than municipal employees. The Union recognizes that the Municipality has statutory and charter rights and obligations in contracting for matters relating to Municipal operations. The right of contracting or subcontracting is vested in the Municipality. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union nor to discriminate against any of its members. The Municipality further agrees that it will not lay off any employees of an agency, who have completed their probationary periods and have regular employee status, because of the exercise of its contracting or subcontracting rights within that agency.

## **Article 2.18 - Meet and Confer**

The parties agree that they will meet and confer in good faith at reasonable times and places concerning this Agreement and its interpretation or any other matter of mutual concern to employee representatives and the MOA. The parties further agree that any party to this Agreement may request, in writing delivered to the other party, that the parties confer within fourteen (14) calendar days after the date of delivery of the request, which request shall specify the matter to be discussed. Union requests to meet and confer shall be delivered to the MOA Director of Human Resources. MOA requests to meet and confer shall be directed to Union. The Union and the MOA Director of Human Resources may designate who their respective representatives shall be at the meet and confer sessions. A refusal to meet and confer in response to such request shall be a violation of this Agreement. There shall be no obligation on the part of any party to reopen, modify, amend, or otherwise alter the terminology or interpretation of this Agreement, or to make any other agreement as a result of any such conferences, nor shall the requirement for such conferences alter the rights or obligations of the parties under this Agreement. The parties recognize that the success of the MOA in conducting the affairs of government and the job security of MOA employees and effective administration of this Agreement depends upon mutual cooperation and frequent and effective communication among all parties. To these ends, the MOA and the Union fully encourage and pledge themselves to friendly and cooperative relations at all levels and among all employees, whether or not covered by this Agreement.

## **Article 2.19 - Provisions of Seasonal Employees**

- A. Seasonal Employees are subject to Article 2.11.2, Union Membership and Article 2.11.3, Dues Check Off.
- B. Seasonal Re-Hire. Absent an unsatisfactory performance rating, Seasonal Employees will have preferential opportunity for subsequent seasonal employment in the same department and classification if the seasonal vacancy exists in the following season. Re-hire of Seasonal Employees can be accomplished directly between the MOA and the re-hire candidate by name request through the Union

hiring hall.

- C. Grievances. Seasonal Employees may file grievances up to and including Step Two in the grievance process. If necessary, seasonal employees may utilize mediation to resolve disputes after exhausting the grievance process except for disputes involving discipline and termination. Cost of mediation will be split evenly between the Municipality and the Union.
- D. Initial Wage Rate. The Agency Head with the approval of the Director, may request a Seasonal Employee to start a higher step based on the applicant's exceptional experience and/or training or recruitment difficulties that warrant consideration of advance step placement.
- E. Wage Step Progression. Seasonal Employees will advance from step to step upon completion of one hundred and eighty (180) calendar days thereafter, provided there is no break in service longer than one (1) year.
- F. Seasonal Leave. Seasonal employees shall accrue cashable leave at a rate of two (2) hours per pay period prorated for actual hours paid based on an 80-hour pay period. Accrued seasonal leave expires with the termination of seasonal employment and will be cashed out only upon separation. However, when a seasonal employee accepts a regular position and there is no break in service, any unused cashable leave shall be carried forward to the regular position.
- G. Holidays. Seasonal Employees are entitled to recognized municipal holidays as provided in this Agreement so long as the employee works the normally scheduled workday immediately before and after the holiday. Seasonal Employees are not entitled to the floating personal holiday.
- H. Other Provisions of the Agreement. Seasonal Employees are eligible for overtime, and shift differential as specified in Article 5. Seasonal Employees are eligible for additional work assignments in accordance with Article 3.8. Seasonal Employees are specifically excluded from participation in all other provisions of the Collective Bargaining Agreement between the parties unless expressly enumerated in this Article.
- I. Seniority. If Seasonal Employees are hired directly into a regular fulltime position without a break in service, seniority shall begin as of their most recent hire date.
- J. Union Retirement Fund. The Municipality shall contribute ninety-five cents (\$0.95) per hour compensated to the Locals 302 and 612, of the International Operating Engineers-Employers Construction Industry Retirement Fund on behalf of all Seasonal Employees subject to the provision of the Plan. Effective January 1, 2023 the Municipality will increase the contribution to one dollar (\$1.00) per compensable hour.

- K. Probation does not apply to a seasonal position. Seasonal Employees are subject to summary removal. The MOA shall be the sole judge of a worker's ability, qualifications, competence, and performance.

## **Article 2.20 - Provisions of Temporary Employees**

- A. Length of Temporary Employment. A Temporary Employee may be hired for a period not to exceed six (6) months in any twelve (12) month period; whether or not the time is continuous.
- B. Extension of Temporary Employment. The duration of a temporary employee's employment may be extended for an additional ninety (90) days when the Director of Human Resources determines and the Union agrees that exceptional circumstances exist. Agreement by the Union shall not be unreasonably withheld; for example under such circumstances where a temporary employee was hired for a specific project and for unforeseen reasons the project cannot be completed within the six (6) month period.
- C. Temporary Hire Process. The Municipality agrees to hire Temporary Employees in accordance with Article 3.
- D. Other Provisions of the Agreement. Temporary Employees shall be paid the hourly wage rate for the classification in which they are working. Temporary employees are eligible for overtime and shift differential as specified in Article 5. Temporary Employees are eligible for additional work assignments in accordance with Article 3.8. Temporary Employees are specifically excluded from participation in all other provisions of the Collective Bargaining Agreement between the parties unless expressly enumerated in this Article.
- E. Temporary Employees are subject to Article 2.11.2, Union Membership and Article 2.11.3, Dues Check Off.
- F. All temporary employees shall be paid at Step two (2) within the appropriate classification pay grade.
- G. Probation does not apply to an appointment to a temporary position and an employee so appointed is subject to summary removal for any reason or for no reason. The MOA shall be the sole judge of a worker's ability, qualifications, competence, and performance.

## **ARTICLE 3 EMPLOYMENT**

### **Article 3.1 - Types of Positions**

The different types of positions are regular, temporary, and seasonal.

### **Article 3.2 - Filling Vacant Positions**

Vacant positions will be filled by legally mandated placement or reinstatement, transfer or demotion in lieu of layoff, recall from layoff, seasonal recall, hire/rehire, promotion, transfer, demotion, or demotion for disciplinary reasons. Positions shall be filled as legally mandated or by the most qualified applicant as determined by the Municipality.

### **Article 3.3 - Position Vacancy Announcements**

- A. Contents: When recruiting for a vacant position, the position vacancy announcement shall include the classification title, pay grade and salary, description of the work to be performed, minimum qualifications, and other relevant information.
- B. Advertising: The MOA shall give priority consideration to internal applicants first and then to Union referred applicants. Position vacancy announcements shall be advertised as follows:
  - 1. Union Dispatch: The Union shall maintain a hiring hall and refer qualified applicants to the MOA when requested. The MOA agrees to use the hiring hall to obtain qualified workers necessary to fill classifications covered by this Agreement.

When the MOA requests qualified applicants from the Union, the Union shall have forty-eight (48) hours (excluding Saturday, Sunday, and recognized holidays) to refer qualified applicants to the MOA. Referred applicants will be required to complete the MOA's on-line application. After confirmation that the applicant meets the minimum qualifications and MOA requirements, the applicants will be forwarded for interview (and any required testing) to the Agency Head.

- 2. Concurrent Advertising: In an effort to maximize efficiencies, the MOA may advertise position vacancies internally and concurrently with the Union and other external sources. The MOA may consider other applicants only if all internal and Union referred applicants have been rejected. The agency shall not be provided other applicants until internal and union referral applicants have been rejected.

- C. The Municipality shall furnish to the Union, each month, the name(s) of any employees hired, promoted, or demoted, the classification and date of hire or change in status. All employees hired by the Municipality, regardless of the source of the referral, must provide the Municipality with a dispatch from the Union prior to the employee's start date.

### **Article 3.4 - Applicant Examination**

- A. Eligibility: To be eligible for consideration, applicants must apply during the advertised recruitment period, meet the minimum qualifications and pass any job related examinations.
- B. Disqualification: The MOA retains the right to reject any job applicant. Should the MOA reject any applicant, the reason shall be given in writing to the Union upon request. Applicants may be disqualified by the Director for the following, but not limited to:
  - 1. Did not apply during the recruitment period;
  - 2. Does not meet the minimum qualifications for the posted position;
  - 3. Application is incomplete or inaccurate;
  - 4. Is ineligible for hire/rehire by the MOA;
  - 5. Convicted of any crime involving moral turpitude within the last seven years;
  - 6. For positions that require driving, not meeting the minimum standards for driving convictions;
  - 7. The employee's overall evaluation within the last 12 months was not at least satisfactory; and/or
  - 8. Disciplinary action (other than an oral reprimand) within the last 12 months from date of acceptance of position.

### **Article 3.5 - Preference for Selection**

In descending order, priority in filling vacant positions is as follows:

- A. Legally mandated placement or reinstatement
- B. Transfer or demotion in lieu of layoff
- C. Recall from layoff, within two years

D. Demotion for disciplinary reasons

E. Transfers

F. Promotions

G. Hire or rehire

### **Article 3.6 - Selection**

Only the Director shall make offers of employment (hire/rehire, recall from layoff, seasonal recall, transfer, promotion, or demotion).

### **Article 3.7 - Probation**

#### **A. Duration**

1. Hire or Rehire. Employees who are hired or rehired into regular positions shall be subject to a probationary period. The probation period is one hundred and eighty (180) calendar days.
2. Transfer. When an employee transfers to a position in the same agency in the same classification, no probationary period shall be served. Employees transferring to a different classification at the same pay grade in the agency shall be required to serve a one hundred and eighty (180) calendar day probation period. An employee who has not completed their probation shall complete the one hundred and eighty (180) calendar day probation in the new position. Employees who transfer to a position in a different agency shall be required to serve a one hundred and eighty (180) calendar day probation period.
3. Promotion. Employees who are promoted shall be subject to a probationary period. The probation period is one hundred and eighty (180) calendar days.
4. Demotion. Employees who are demoted shall be subject to a probationary period. The probation period is one hundred and eighty (180) calendar days. When an employee is demoted to a position in a classification where the employee previously held regular status, no probationary period shall be served, except in the case of demotion for disciplinary reasons.
5. Recall from layoff. Employees who have been recalled from layoff shall be required to complete any probation that was not completed prior to layoff. If the employee is recalled to a position in a classification that they have not previously held, a probation period shall be served. The probation period is one hundred and eighty (180) calendar days.

6. Reallocation of Position. The employee in a reallocated position, whether by reclassification or grade change, shall not serve a new probationary period and the merit anniversary date shall remain unchanged. In cases where the employee is on probation, they shall be required to complete the probation.

#### **B. Status Upon Completion of Probation**

Regular appointment to a position shall be made only upon satisfactory completion of the probationary period. The agency head shall complete a probationary evaluation that the employee has performed satisfactorily during the probation. A copy of the evaluation will be provided to the employee. Unless action is taken by the agency head to separate or demote the employee or to request extension of the probationary period prior to the end of the probation period, the employee shall attain regular status on the first working day following completion of the probationary period.

#### **C. Probation Extension**

The probation period of an employee may be extended one time for a period not to exceed ninety (90) calendar days at the option of the agency head and with prior approval of the Director. Notice of such extension and reasons for it shall be given in writing to the employee with a copy to the Union, prior to the end of the established probation period.

#### **D. Probation Separation**

If at any time during the probation period, the agency head determines the services of a new or rehired employee have been unsatisfactory, the employee may be separated from their position without right of appeal or grievance. Written notice of such dismissal shall be given to the employee. The Union shall be notified in the event of termination of the probationary employee's employment.

When it becomes clear that an employee serving a promotional probationary period is not performing adequately, the employee shall be so informed in writing with a copy to the Director, and consideration will be given to demoting to a position in the previous class, or in any other available bargaining unit position for which the employee is qualified, or lacking an open position, the employee's name will be entered on the recall from the layoff list for the position the employee held prior to promotion.

### **Article 3.8 - Types of Additional Work Assignments**

- A. Working Out Of Class: Employee is temporarily performing work in a higher level classification within the bargaining unit.

1. Regular employees shall have priority to work temporarily in higher level classifications before hiring seasonal employees.
  2. Employees who are temporarily assigned to perform work two (2) or more consecutive hours in a higher classification shall receive step one (1) in the higher classification or five (5) percent above their factored rate of pay whichever is greater. The employee's current base rate is utilized in determining if step (1) one in the higher classification is at least five (5) percent.
  3. Employees who are temporarily assigned to perform work in a lower classification shall be compensated at their factored rate of pay for all hours worked.
  4. Employees who are assigned work in a higher classification for training purposes shall not be entitled to additional compensation. Only employees who are the sole operator and their performance is not being monitored are eligible for additional compensation.
  5. The MOA shall assign an employee to perform the duties of working foremen or leadman when the regularly assigned working foreman or leadman is on leave or unavailable to perform their duty for at least two (2) hours, unless operational needs make the assignment unnecessary.
- B. Acting Assignment: Employee is temporarily assigned to act in a non-represented or executive level position.

When an employee is temporarily assigned to work two (2) or more consecutive hours in a non-represented or executive position they shall receive five (5) percent above their factored rate of pay.

### **Article 3.9 - Filling Vacancies**

Positions may be filled by transfer, promotion, demotion, or recall from layoff rather than requesting a referral from the Union.

- A. Transfer. Transfer is the lateral movement from one regular position to another regular position in the same class, a different class, a parallel class at the same grade or the same pay grade without a break in service. Temporary and Seasonal employees may only transfer to other Temporary or Seasonal positions.
1. Voluntary. The employee may request a transfer to a vacant position within their agency or to a different agency. The employee shall submit a written request to their agency head. The agency head shall forward the request along with a recommendation to the Director for approval. The employee must meet the qualifications and if applicable, have an acceptable driving

record for the position. When the employee is requesting a transfer to a different agency, the Director will consult with the agency head.

2. Involuntary. The employee may be transferred to a vacant position within their agency or a different agency for an operational need without the consent of the employee with the approval of the Director. The employee must meet the qualifications and if applicable, have an acceptable driving record for the position. The employee shall receive at least two weeks' notice, unless good reason exists which prevents notice or the employee waives the notice.
- B. Promotion. Promotion is the advancement of an employee from a position in a lower salary grade. Whenever practicable and in the best interest of the MOA, positions shall be filled by promotion.
1. Promotion Factors:
    - a) Employees must apply during the recruitment period;
    - b) Employee must meet the qualifications and if applicable, have an acceptable driving record;
    - c) Successfully complete interview process and when applicable, pass job related examination(s); and
    - d) Length of service will be use if all other factors are equal.
- C. Demotion. Demotion is the movement of an employee to a position in a lower salary grade.
1. Voluntary. The employee may request to voluntarily demote into a position through a written request or through a recruitment effort. Employees must meet the minimum qualifications, have an acceptable driving record, and successfully complete any examinations and/or testing.
  2. Involuntary. The employee may be demoted as a result of disciplinary actions or in lieu of layoff.
- D. Recall from Layoff. Laid off employees shall have two (2) years recall rights within the agency from which they were laid off. Recall from layoff shall be in order of seniority. An employee who has been laid off may be recalled to a position at the same pay grade or lower grade from which they were laid off. The employee must meet the minimum qualifications and any pre-employment criteria of the position for which they are being recalled.
- E. Notice to Employee. The employee will be notified in writing of any changes in status including pay step, merit anniversary date, length of service date, and requirement for serving a probationary period.

### **Article 3.10 - Seniority**

- A. Regular full-time employees shall be on a Municipal seniority list. This seniority shall be measured from the most recent date of hire or rehire date for an employee who remains continuously employed. This seniority is utilized for layoff and recall from layoff.
- B. The Municipality shall provide to the Union current seniority lists upon request. The lists will be posted by the Municipality at each department.
- C. If any employees share the same hire or rehire date, the tie shall be broken by applying the Union seniority tie-breaker formula in Appendix B.
- D. Seniority is terminated when the employee is no longer employed.
- E. Seniority will be re-established when the employee is recalled from layoff. The employee's seniority will be adjusted for the time period in which the employee was laid off.
- F. Seniority rights within the Union shall be preserved with no loss of time, if within six (6) months of the date of promotion to a supervisory position outside the bargaining unit the employee returns to the employee's former classification. During this period the employee must remain in good standing with the Union.

### **Article 3.11 - Layoff**

- A. Layoffs may be necessary due to the following, but not limited to:
  - 1. Elimination of a position;
  - 2. Material change in the duties and/or qualifications of the position for which the employee lacks the necessary skills, knowledge, or aptitude.

#### **B. Layoff Procedure**

Employees who are being laid off shall receive at least two (2) weeks advance written notice. The Union shall receive advance notice. After notification of layoff the employee shall be provided the following options, in order:

- 1. The employee shall be offered a vacant position at the same pay grade within the agency for which the employee qualifies.
- 2. The employee may elect to bump an employee who has less seniority in the same classification within the agency.

3. The employee shall be offered a vacant position at a lower pay grade within the agency for which the employee qualifies.
4. The employee may elect to bump an employee who has less seniority in a lower pay grade for which the employee is qualified within the agency.
5. The employee shall be offered another vacant position at the same or lower pay grade within the collective bargaining unit which may be available, if the employee meets the minimum qualifications for that position.
6. The employee may elect to be laid off.
7. If the employee is laid off or elects to be laid off, the employee may receive severance pay in lieu of the two (2) week notification period. The severance pay may be prorated based on the days and/or hours an employee may work in the layoff period.

#### **C. Eligibility for Recall**

1. An employee who is on a recall from layoff list shall be eligible for recall for two (2) years from the date of layoff. Acceptance of any regular position with the Municipality during the two years recall period shall satisfy the employees recall rights.
2. A laid off employee shall have recall rights to the agency from which they were laid off. The laid off employee is eligible to be recalled to the same pay grade or lower pay grade from which they were laid off. The laid off employee must meet the minimum qualifications and successfully complete any pre-employment requirements.
3. If a laid off employee is offered a regular position at the same pay grade and they decline the position, their recall rights shall end.
4. A laid off employee shall have preference over all applicants when filling regular positions as designated in Article 3.5.
5. Recall from layoff shall be in seniority order.
6. The laid off employee must maintain a current phone number and address with the Human Resources Department in order to preserve their recall rights. If a laid off employee fails to respond within five (5) working days of initially being contacted, all recall rights shall be relinquished. When the laid off employee is contacted, they shall report for duty within ten (10) working days or the MOA may consider extinguishing recall rights.

### **Article 3.12 - Evaluation of Employees**

Employees will be evaluated at the end of their probationary period and at such times thereafter as determined by the MOA. Evaluation of employees will not be conducted arbitrarily, capriciously or for unlawfully discriminatory purposes. The performance evaluation is not a disciplinary action under this Agreement and is not grievable or arbitrable under Article 7. The absence of a current performance evaluation shall create the presumption of satisfactory work performance.

### **Article 3.13 - Work by Non-Employees**

The MOA may use the services of volunteers, without violation of this Agreement. The Union shall join the MOA in encouraging citizen involvement in the betterment of Anchorage. The MOA will notify the Union before volunteers are utilized. Volunteers will only be utilized to perform incidental bargaining unit work. The use of volunteers shall not directly cause the layoff of any bargaining unit member.

## **ARTICLE 4**

### **Holidays and Leave**

#### **Article 4.1 - 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)  
Independence Day (July 4)  
Labor Day (first Monday in September)  
Indigenous People's Day (second Monday in October)  
Veteran's Day (November 11)  
Thanksgiving Day (4th Thursday in November)  
Day After Thanksgiving  
Christmas Day (December 25)  
One (1) Personal Holiday (Refer to 4.1.2)

#### **Article 4.1.2 - Personal Holiday**

Effective each January 1, regular full time employees shall receive ten (10) hours of non-cashable leave as a personal holiday.

#### **Article 4.2 - Holiday During Annual or Sick Leave**

A recognized holiday occurring during an employee's annual or paid sick leave shall not be counted as a day of annual or sick leave.

#### **Article 4.2.1 - Holiday Falling on a Regular Day Off**

For employees scheduled to work on a Monday through Friday schedule, when a recognized holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. For these employees, when a recognized holiday falls on a Sunday, the Monday following shall be observed as the holiday. For employees working other than a Monday through Friday schedule, when the recognized holiday falls on the employee's first day off, the preceding, scheduled workday shall be observed as the holiday. When the recognized holiday falls on the employee's second day off, the following scheduled workday shall be observed as the holiday.

For employees working a modified work schedule (such as a 4/10 schedule), when the recognized holiday falls on the employee's first or second day off, the preceding, scheduled workday shall be observed as the holiday. When the recognized holiday falls on the employee's third day off, the succeeding scheduled workday shall be observed as the holiday.

### **Article 4.2.2 - Forfeiture of Holiday Pay**

If employees are not in paid status for their entire shift on the last regular workday preceding such holiday and on the next regular workday following such holiday they shall forfeit their right to payment for such holiday.

### **Article 4.2.3 - Holiday Pay**

- A. Except as modified by paragraph B below, full-time employees shall be paid eight (8) hours of pay at their factored rate of pay as holiday pay for each recognized holiday. Employees shall be paid holiday pay at their factored straight time rate of pay for their scheduled shift. If an employee's scheduled shift is a ten (10) hour shift, the employee will receive ten (10) hours of holiday pay.
- B. In addition to holiday pay, employees who perform work on their scheduled day on their observed holiday shall be paid at their factored straight time rate of pay.

### **Article 4.3 - Paid and Unpaid Time Off**

The Municipality will provide eligible employees with reasonable periods of paid time off in accordance with the accrual schedules for annual and sick leave. Additionally, employees will be eligible for specified periods of paid time off for military duty, court duty, paid parental leave, and bereavement leave for members of their immediate family. Under the conditions specified in this article, the Municipality may approve periods of unpaid time off to allow employees to meet personal, family, or medical needs. Temporary and seasonal employees are not eligible for cashable leave under any articles of this Agreement.

#### **Article 4.3.1 - Accrual of Annual Leave**

##### **A. Annual Leave Accrual Rate**

- 1. Full-time employees hired prior to July 1, 1991 shall accrue annual leave at the following rate:
  - 11+ years of service                      -                      12.5 hours per pay period
- 2. Beginning the first full pay period on or after Assembly approval, full-time employees hired after June 30, 1991, shall accrue leave at the following rates:

##### **Cashable Annual Leave**

- 0 – 2 years of service                      -                      6.15 hours per pay period
- 3 – 5 years of service                      -                      6.77 hours per pay period

|                         |   |                            |
|-------------------------|---|----------------------------|
| 6 – 10 years of service | - | 9.23 hours per pay period  |
| 11 + years of service   | - | 11.85 hours per pay period |
| 20+ years of service    | - | 12.5 hours per pay period  |

3. If an employee is in a paid status for less than eighty (80) hours in a pay period then the above accrual rates shall be pro-rated based on actual hours paid.
4. Regular, full-time employees, rehired on or after July 1, 2026, who voluntarily separated from employment no more than ten years prior to the date of rehire shall be credited their prior years of service for purposes of determining their leave accrual rate. Leave accrual for rehired employees shall adhere to the current rates listed in subsections 4.3.1.A.1 and 4.3.1.A.2.

If any change occurs in the length of the pay period, the accrual rate per pay period will be adjusted to result in the same annual accumulation rate as that stated above.

#### B. Annual Leave Accrual While on Leave

Leave accrues during the period of time an employee is on paid leave. Leave does not accrue while an employee is receiving Workers' Compensation time loss benefits, paid parental leave, or leave without pay.

#### C. Annual Leave Carry Over

Accrued and unused leave may be carried over to the next year for the purpose of accumulating an annual leave account, or reserve. An employee may not carry over more than 480 hours of unused cashable annual leave as of the last full pay period in September. Any cashable annual leave amount over 480 hours that is not converted to sick leave will automatically be cashed out the last full pay period of September.

#### D. Sick Leave Accumulation

Sick leave does not accrue separately, like annual leave, on a regular basis; it accumulates through conversion of excess of hours. Up to 80 hours of cashable annual leave may be converted to a cashable sick leave account upon request from the employee before the last full pay period of September of each year. Non-cashable annual leave under this article cannot be converted to cash.

### **Article 4.3.2 - Regular use of Annual Leave**

- A. An employee shall be allowed to use any amount of accrued leave at the time the employee desires that will not be detrimental to agency operations, as determined

by the Agency Head. Agency Heads shall establish a vacation leave schedule no later than January and shall give consideration to total municipal service in determining such schedules within each work unit.

- B. Every year, full-time employees must take at least eighty (80) hours of annual leave which must be taken each year by the last full pay period in September. This limitation shall not apply to hired or rehired employees until the last full pay period in September of the second (2nd) year following their date of hire or rehire. Seasonal employees who convert to a regular position, without a break in service, are exempt from this provision until the last full pay period in September of the second (2nd) year following their date of conversion to a regular position. Employees who fail to take the full eighty (80) hours of annual leave shall be considered to have forfeited those hours to the Union Leave Bank. The difference between the hours taken and eighty (80) hours required to be taken shall be subtracted from the employees' annual leave accounts at the end of last full pay period in September and deposited in the Union leave bank.

It is the responsibility of the Agency Head to ensure that work is conducted and leave is scheduled so that each employee shall have the opportunity to use leave.

- C. Whenever, in the opinion of the Director, it is not feasible or in the best interest of the service to grant earned leave to an employee, the Director may authorize exceptions to accumulation rules or cash in lieu of leave not to exceed eighty (80) hours in any year (between October 1 and September 30) providing the employee shall retain at least eighty (80) hours of leave.

D. Donation of Leave

An employee may donate cashable annual leave to a fellow employee who is qualified under the MOA's Leave Donation Program.

E. Leave Used for Travel Outside the State

Leave requests submitted for travel outside of the state shall be submitted by the employee no less than six (6) weeks prior to the scheduled date of travel. The employee shall designate on the leave request that travel outside the state is scheduled. Each leave request shall be processed as follows:

1. The Agency Head shall either approve or disapprove the requested leave not less than thirty (30) days before the schedule date of travel.
2. Except in case of emergency, if the Agency Head subsequently cancels leave previously approved for the purpose of travel outside the state, the MOA agrees to reimburse the effected employee for airline rescheduling fees in the pay period following the receipt of appropriate documentation.

### **Article 4.3.3 - Annual Leave Conversion and Cash-In**

#### **A. Cash-In**

1. All hours of cashable annual leave in excess of 480, unless converted to cashable sick leave under Subsection (B) below, shall be paid to the employee in the next pay period following the last full pay period in September. The employee's factored rate of pay as of the last day in the last full pay period in September will be utilized for the leave cash-in rate.
2. Subject to the availability of cash and normal budgetary limitations, cash in lieu of accrued cashable annual leave may be obtained twice each calendar year by submitting a request in writing to the employees' Agency Head provided the employee retains at least eighty (80) hours of annual leave in the employee's annual leave account following cash payment.

#### **B. Sick Leave Conversion**

Upon the written request of the employee prior to the last full pay period in September, up to eighty (80) hours of excess cashable annual leave may be converted each year into a separate cashable Sick Leave Account which shall have a cash-in value upon separation.

#### **C. Leave at Separation**

Upon separation for any reason employees shall be entitled to all unused cashable leave balances. Any unused cashable leave shall be paid at the employees' factored hourly rate at time of separation. Non-cashable annual leave shall be forfeited upon separation.

### **Article 4.4 - Cash Value of Accrued Leave**

- A. Annual leave has no cash value, except as provided in 4.3.3 while an employee remains actively employed.
- B. Upon termination for any reason, employees shall be entitled to payment for their unused annual leave balance based on their factored rate of pay at the time of termination.
- C. Cashable sick leave available under 4.3.3 B shall be paid to employees based on the factored rate of pay at time of cash in or usage.
- D. Non-cashable annual leave cannot be converted to cash nor can it be used for leave donation purposes.

#### **Article 4.5 - Bereavement Leave**

A regular employee shall be granted three (3) consecutive working days of paid bereavement leave for a deceased immediate family member while in Alaska, or four (4) consecutive working days if travel out of state is required. Such leave shall not be deducted from the employee's leave account.

At the employee's request, annual leave may be approved for up to fourteen (14) additional calendar days to supplement the bereavement leave.

#### **Article 4.6 - Blood Donation Leave**

Employees shall be eligible for four (4) hours of paid time off per calendar quarter to donate blood, in accordance with the procedures outlined in MOA P&P 40-1.

#### **Article 4.7 - Court Leave**

- A. Employees called for jury duty shall be treated as being on approved paid court leave. Service in court when subpoenaed as a witness for the Municipality or to testify as an expert witness in a matter relating to their position with the Municipality or to testify in a matter directly related or as a result of their employment with the Municipality will be treated the same as being on approved paid court leave.
- B. An employee shall provide the agency head with a copy of a notice of call for jury duty immediately upon receipt by the employee. When excused or released from jury duty for the day, the employee shall return to work immediately, allowing for delay for the period of time reasonably necessary to travel to and from home to change into work clothing. Reasonably necessary paid time is not to exceed forty-five (45) minutes.
- C. Employees on swing or night shifts shall be assigned to a day shift during the period of time when required to call in for jury duty, while seated on a jury, or when subpoenaed.
- D. Employees shall be paid their factored rate of pay for any time they are scheduled to work and are required to report to jury duty.

#### **Article 4.8 - Military Training/Duty Leave**

- A. Any regular employee who is ordered to report to military training or active duty in the Army, Navy, Air Force, Coast Guard, Marine Corps, National Guard or organized military reserves of the United States shall be allowed up to fifteen (15) working days leave per calendar year for such purpose. During such leave, the Municipality will recoup up to and equal to the amount that the employee is paid by the military unless the military pay is greater. In cases where the military pay is greater, the Municipality will recoup the amount the Municipality has paid the

employee. Such military leaves shall not be deducted from accrued annual leave. Employees ordered to attend additional periods of military duty may take annual leave or leave without pay for such duty.

**B. Military leave without pay.**

1. An employee ordered to active military duty shall upon request be entitled to up to five (5) years of military leave without pay for the purpose of fulfilling the employee's military commitment.
2. An employee placed on military leave without pay under this subsection will:
  - a) Remain a Municipal employee;
  - b) Be reinstated in accordance with Article 3;
  - c) Have the opportunity to purchase health insurance in accordance with the health plan and federal and state law; and
  - d) May elect to use paid annual leave or elect leave without pay.
3. A reinstated employee shall be reemployed in such a manner as to give the employee such status in employment as the employee would have enjoyed if the employee had continued in that employment.
4. An employee placed on military leave without pay may be replaced by temporary or substitute employees, depending on the needs of the agency and the anticipated duration of the leave.
5. To the extent that an employee is guaranteed rights under federal or state law which exceed the benefits contained in this subsection, the applicable law will apply.

**Article 4.9 - Injury Leave**

**Article 4.9.1 - Eligibility**

Any regular employee shall be eligible for injury leave who (1) is injured in the scope of employment and is unable to fully perform the duties of the employee's job classification, and (2) receives time loss benefits under the Alaska State Workers' Compensation Act as a result of that injury. The employee shall provide the Municipality's worker's compensation administrator with all requested documentation.

**Article 4.9.2 - Period of Eligibility**

All injury leave, not including light duty, expires one (1) calendar year from the date of the original injury; however, the time the employee spends performing alternate duties (light duty) shall not be included in calculating the one (1) year period. At no time shall the employee perform light duty work for more than six (6) months. If an employee is unable

to perform the duties of the employee's job classification with or without a reasonable accommodation for a qualifying disability under the Americans With Disabilities Act Amendments Act (ADAAA) within one (1) calendar year after the date of the original injury, not including any time working light duty the Director may terminate the employee. An employee shall not be eligible for injury leave or any light duty for any recurrences or exacerbation(s) of the original injury after the one (1) calendar year has elapsed, unless part of a reasonable accommodation for a qualifying disability as defined by the ADAAA.

#### **Article 4.9.3 - Light Duty**

An employee on injury leave who is unable to fully perform the duties of the employee's job classification may be required to perform modified or alternate duties if available and at the discretion of the Agency Head. The employee shall be capable and qualified to perform the assigned work. The employee shall be compensated at the employee's factored rate of pay. Employees may be assigned to work light duty.

#### **Article 4.9.4 - Medical Appointments**

An employee on light duty who is working full time is encouraged to schedule doctor's appointments during off hours. If an employee is unable to schedule injury related medical appointments during non-work hours, the employee shall be released from work for no more than four (4) hours per week, including travel time, for one (1) year from the date of the original injury. The employee shall not be charged leave for those four (4) hours per week. The employee shall return to work for the remainder of the shift following the medical appointment.

#### **Article 4.9.5 - Health and Insurance Benefits**

An employee who is on injury leave and receiving Workers' Compensation time loss benefits shall maintain health and insurance benefits. The employee shall be responsible to pay the employee portion of the employee's elected benefits.

#### **Article 4.9.6 - Waiting Period**

An employee may elect to use the employee's paid leave or leave without pay to satisfy the three-day waiting period requirements of the Alaska State Workers' Compensation Act. During periods of time loss benefits the employee will be placed on worker's compensation leave without pay status.

#### **Article 4.10 - Leave Without Pay**

Leave without pay may be granted by the Director of Human Resources, or designee, upon request by the employee and recommendation of the Agency Head, and upon consideration of the particular needs of the employee and the department. Leave and benefits shall not accrue during leave without pay except as provided in this Article. The

employer-employee relationship shall be maintained during a period of leave without pay, but no other compensation shall be paid by the Municipality.

Article 4.12 provides for family leave, which must be approved pursuant to AS 39.20.500-550 and Public Law 103-3. Additional periods of leave without pay directly following family leave may be requested by an employee and may be approved by the Director upon recommendation of the agency head. The periods of unpaid family leave will count toward the maximum periods of leave without pay available under this Article.

Leave without pay may be requested however, with the exception of military leave without pay, approved leave without pay may not exceed one hundred and eighty (180) calendar days during a rolling three hundred and sixty-five (365) day period, unless otherwise provided by law.

#### **Article 4.10.1 - Requirements**

The Director of Human Resources, or designee, may grant leave without pay to employees who request such leave when:

1. The employee has stated a legitimate reason to support the leave;
2. The agency certifies that the agency is able to perform adequately if the leave is granted;
3. The employee has exhausted paid leave accounts;
4. The initial leave is granted for no more than ninety (90) calendar days, with the possibility of one (1) extension for an additional ninety (90) calendar days upon the same conditions; and
5. For periods over thirty (30) consecutive days, the employee may be eligible to receive medical and life insurance benefits in accordance with the applicable Plan.

#### **Article 4.10.2 - Replacement of Employee on Leave Without Pay**

Employees on approved leave without pay may be replaced by temporary employees, depending on the needs of the agency and the duration of the leave without pay. Employees shall resume their positions upon completion of the approved leave without pay.

#### **Article 4.11 - Programmed Leave Without Pay**

- A. Requirements: If an agency head suspends the work performed by an employee for more than one (1) week, but no more than eight (8) work weeks in a calendar year, the employee may choose to be laid off pursuant to Article 3.11 of this Agreement, or to take programmed leave without pay, if that option is offered by

the Director of Human Resources. An employee who is on programmed leave without pay may choose to use annual leave for any portion of that leave.

- B. Duration: No more than sixty (60) days of programmed leave without pay shall be available pursuant to any one suspension of work by an agency head.
- C. Benefits: An employee on programmed leave without pay shall continue to receive life and health insurance coverage, as determined by the Director of Human Resources but annual leave shall not accrue during that time.
- D. No Employee Replacement: No employee on programmed leave without pay shall be replaced at any time by reason of such leave, nor shall the work of the employee's position be assigned to another employee.

## **Article 4.12 - Family Leave**

It is the policy of the Municipality to comply with the provisions of the Alaska Family Leave Act (AFLA) (AS 39.20.500-550) and the Family and Medical Leave Act (FMLA) of 1993 (Public Law 103-3). Leave as described in FMLA, AFLA, or both is referred herein as family leave.

### **Article 4.12.1 - Family Leave Requirements**

Family leave shall be granted to eligible employees in accordance with the requirements of FMLA and/or AFLA, except to the extent that other leave options provide a family leave benefit more generous to employees than FMLA and/or AFLA.

### **Article 4.12.2 - Coordination with Other Leave**

- A. Employees requesting Family Leave shall first exhaust their eligible paid leave before utilizing leave without pay. However, at the employee's discretion, a maximum of forty (40) hours of accrued annual leave may remain in the employee's leave account.
- B. Occupational injury/illness leave may be considered family leave if it is a serious health condition that makes the employee unable to perform the function of the job.
- C. Employees who have exhausted their Family Leave may request leave without pay under the provisions of sections 4.11. The leave without pay may be requested by an employee and may be approved by the director upon recommendation of the agency head. The period of family leave will count toward the maximum periods of leave without pay available.

Eligible paid leave includes the following: Cashable annual leave, cashable sick, and non-cashable annual.

### **Article 4.12.3 - Benefit Entitlement**

Health insurance coverage for employees on family leave shall be maintained on the same basis as such coverage is available to an employee who is actively at work during the first twelve (12) weeks in the measuring period. Employees on extended family leave under AFLA (beyond the twelve (12) weeks in the measuring period) may receive (or pay) for such health coverage in a manner prescribed by the Director.

### **Article 4.12.4 - Replacement of Employee on Family Leave**

Employees on family leave may be replaced by temporary, seasonal, or full-time employee(s) depending on the needs of the agency and the duration of the family leave. Employees shall resume their positions upon completion of family leave.

### **Article 4.13 - Paid Parental Leave (PPL)**

- A. As used in this section, the term “eligible employee” shall mean a full-time or part-time employee who has a qualifying event of birth of an employee’s child or children or placement of a child or children with the employee for adoption or foster care.
- B. “Paid parental leave” shall mean an award of non-cashable leave as described below and is intended to allow parents to bond with and care for a new child.
- C. Award. Upon request, eligible employees shall be awarded 160 hours of non-cashable leave for regular full-time eligible employees for a qualifying event of the birth of an employee’s child or children, or placement of a child or children with the employee for adoption or foster care. Eligible employees who work less than full-time will be eligible for a pro-rated amount of leave based on their normal hours worked.
- D. Rules for use.
  - 1. Use in conjunction with AFLA or FMLA leave (if applicable). Paid parental leave must be taken during approved AFLA leave, if AFLA leave has been approved, or approved FMLA leave, if FMLA leave has been approved. To the extent permitted by law, any period of parental leave taken will be counted towards the eighteen (18) weeks of protected leave per rolling twelve-month period available to employees under AFLA, or toward the twelve weeks of protected leave per rolling twelve-month period available to employees under FMLA.
  - 2. Use in weekly blocks; use in coordinate with other leave; unused paid parental leave; leave accrual during use. Employees must take paid parental leave in weekly blocks (40 hours over the course of a single work week or, for eligible employees who work less than full-time, one-fourth of the amount of leave available to them under Section A) and, if AFLA leave has been approved, must use all paid parental leave during approved AFLA leave for the qualifying event, or if FMLA leave has been approved, must use all paid parental leave during approved FMLA leave for the qualifying

event. Any unused paid parental leave will be forfeited at the end of the approved AFLA leave period, if AFLA has been approved, or at the end of the approved FMLA leave period, if FMLA leave has been approved, or twelve months from the qualifying event, whichever is earlier. Employees that are awarded non-cashable leave under subsection A will not accrue leave or sick leave while on paid parental leave. Paid parental leave does not count towards minimum leave usage.

3. One award per rolling twelve-month period; two eligible employees. In no case will an employee receive more than one award of 160 hours of non-cashable (or the prorated amount for employees that work less than full-time) leave as paid parental leave in a rolling twelve-month period, regardless of whether more than one birth, adoption, foster care placement, or other qualifying event occurs within that twelve-month time frame. The birth or placement of more than one child at the same time will be treated as one qualifying event for which an employee will receive a total of 160 hours (or the prorated portion of hours for employees that work less than full-time). If two eligible employees experience the same qualifying event, both employees may take parental leave.

#### **Article 4.14 - Unauthorized Absences**

Any employee who is absent from duty shall report the reason to their first line non-represented supervisor and if applicable to the MOA's designated administrator of FMLA/AFLA as soon as possible. Unauthorized or unreported absences shall be reported as absence without pay, and may be cause for disciplinary action. An employee who has sustained an occupational injury/illness, and has not provided the MOA with the required report of injury or the medical certifications to be off work, is considered to be on unauthorized or unreported absence, except in cases of extreme emergencies or supervisory approval.

The Municipality, or its designee, may require the employee to provide a medical certification from their health care provider before returning to work if there is reason to believe malingering is suspected. An employee who falsely claims a medical use of personal leave is subject to disciplinary action.

## **ARTICLE 5 COMPENSATION**

### **Article 5.1 - Wage Rates**

Wages paid to employees shall be as specified in Section 11 to this Agreement. All employees will be compensated under a pay grade and step system.

The wages specified in Section 11 of this Agreement shall be adjusted during the life of this Agreement as follows:

- A. Effective the first full pay period after July 1, 2026, the wage schedule in Article 11.2 is amended to add two (2) additional five percent (5%) and two additional two and one-half percent (2.5%) pay steps at the top end of the wage schedule.
  - 1. The first full pay period after July 1, 2026, employees who are currently at the top step will advance to the new pay step on their merit anniversary date.
  - 2. The first full pay period after July 1, 2026, employees that have received performance step program pay increases will advance to top pay step.
- B. Effective the first full pay period after July 1, 2026, the hourly wage rates shall reflect an increase of five percent (5%) as specified in Article 11.2.
- C. Effective the first full pay period of January 2027, the hourly wage rates shall reflect an increase of three percent (3.0%) as specified in Article 11.3.
- D. Effective the first full pay period of January 2028, the hourly wage rates shall reflect an increase of two percent (2.0%) as specified in Article 11.4.
- E. Effective the first full pay period of January 2029, the hourly wage rates shall reflect an increase of three percent (3.0%) as specified in Article 11.5.
- F. Effective the first full pay period of January 2030, the hourly wage rates shall reflect an increase of two percent (2.0%) as specified in Article 11.6.

### **Article 5.2 - Starting Rate on Initial Employment**

- A. Employees who are hired or rehired to any position shall be placed at the entrance pay step and advancement from the entrance pay step to the maximum pay step within a pay grade shall be by successive steps. Upon recommendation of the Agency Head, the Director may approve initial compensation at a pay step higher than the entrance pay step in the grade for the class when the needs of the service make such action necessary; provided that any such exception is based on the applicant's experience and ability over and above the qualification requirements specified for the class, or if a critical shortage of applicants exists. Such approval shall be made in writing prior to appointment.

- B. Upon satisfactory completion of any probationary period, the employee's entrance pay step shall be advanced one (1) increment to the next highest step in the pay grade for the class to which the employee's position is allocated. The probationary period may be extended and probationary increase withheld until successful completion of probation. Exceptions are:
1. Where this Agreement specifies elsewhere that no probationary increase shall result; or
  2. Where employees are promoted, appointed, or reappointed at the maximum step.
- C. Advancement from step to step within a pay grade shall occur only on the merit anniversary date of the employee's employment in that classification or pay grade. The Director may, upon request from an Agency Head, authorize placement at a higher pay step. The Agency Head must provide evidence that such pay step placement is essential to retain an employee.

### **Article 5.3 - Overtime Pay**

Employees shall be paid at one and one-half (1½) times their factored hourly rate of pay for overtime worked at the direction of the Municipality, unless a higher hourly rate of pay is required by law. There shall be no pyramiding of overtime.

#### **Article 5.3.1 - Overtime**

##### **A. Policy**

Overtime may be worked only when scheduled and directed by the Municipality. All hours worked outside of an employee's regularly scheduled shift shall constitute overtime.

##### **B. Overtime Rotation**

Where the requirement to work overtime can be reasonably anticipated and scheduled, such overtime shall initially be offered on a rotating basis to qualified employees who have signed a volunteer list by classification at each work unit. The rotating volunteer list will be made available upon request. If an employee who is on leave, for their entire regularly scheduled work week, is not offered overtime during that work week it will not be considered a violation of this section. Seasonal and Temporary employees will be placed at the bottom of the list in order of seniority.

Where necessary to maintain crew integrity, overtime shall initially be offered on a rotating basis to qualified employees by classification within each crew in order of

seniority. Management shall determine if an employee is qualified. If an employee who is on leave, for their entire regularly scheduled work week, is not offered overtime during that work week it will not be considered a violation of this section. If no individuals accept the overtime then a qualified employee shall be assigned on a rotating basis in inverse seniority within the crew in which the overtime occurs.

Undesired overtime shall be assigned on a rotating basis in inverse order by seniority by classification. The Municipality's obligation in assigning overtime off the volunteer list is limited to calling and/or texting the employee at a single contact number, which has been provided by the employee. An employee on leave or at work shall not lose their position on the voluntary overtime rotation list. Overtime work, which is continuous with the regular work assignment, need not be separated from the assignment. For overtime in emergency situations, preference shall be given to qualified employees on the volunteer list. If no individuals are available, qualified employees shall be assigned by the employer, as necessary.

#### C. Exception Shifts

Shifts consisting of more than ten (10) hours in a workday, and exceptions to the above-referenced rules regarding the mandatory payment of overtime, may be established by mutual agreement of the parties.

### **Article 5.3.2 - Solid Waste Services Overtime Rotation**

#### List A: CTS

This list will be used when determining overtime rotation at the Central Transfer Station. It shall be made up of all "Regular Full Time" employees by classification who work in the Transfer Station Operation in order of seniority. "Seasonal" and "Temporary" employees will be placed at the bottom of the list in order of seniority.

#### List B: ARL

This list will be used when determining overtime rotation at the ARL. It shall be made up of all "Regular Full Time" employees by classification who work in the Landfill Operations in order of seniority. "Seasonal" and "Temporary" employees will be placed at the bottom of the list in order of seniority.

#### List C: CTS and ARL

This list shall be made up of ALL employees, regardless of classification from SWS Disposal (CTS and ARL) in order of seniority. "Seasonal" and "Temporary" employees will be placed at the bottom of the list. Supervisors shall determine if an employee possesses the necessary qualifications for the task the employee is needed for. However, if the employee already performs the duties of the position needed, they shall be deemed qualified.

List A and List B shall be exhausted prior to moving to List C. If an employee who is on leave, for their entire regularly scheduled work week, is not offered overtime during that work week it will not be considered a violation of this section.

#### **Article 5.4 - Shift Differential**

Employees shall receive shift differential premium pay per this article based upon the majority of continuous hours worked during their scheduled shift hours, regardless of the day worked. In those cases where the hours worked are evenly split, the higher shift differential shall apply. The start of an employee's shift will not be established or changed solely to cause the majority of hours to be paid at the lower shift differential rate. The shift differential for swing shift is 3% of an employee's factored rate of pay. The shift differential for the night shift is 6% of an employee's factored rate of pay.

#### **Article 5.5 - Service Recognition and Performance Step Programs**

Effective July 1, 2026, Service Recognition and Performance Step Program incentives will no longer be available for any employees.

#### **Article 5.6 - Standby**

When an employee must remain available to be called to work on short notice.

No employee shall be in standby status unless scheduled for such by the MOA. The rules and requirements applicable to employees in standby status shall be determined by the management of the department within which the on-call employee is employed. Standby assignments will be made on a rotation basis from a list established by the MOA. Employees who are in standby status at the direction of the MOA shall be paid two (2) hours of pay at their factored straight time rate for each calendar day or portion thereof spent in standby status.

#### **Article 5.7 - Wait Time**

Status of an employee when commencement or continuation of work has been delayed by order of the MOA and the employee has been ordered to remain available and ready to commence or continue work.

Employees in wait time status shall continue to be paid at the factored rate of pay in effect prior to wait time.

#### **Article 5.8 - Travel Pay**

Employees performing work related travel at the direction of the MOA shall be compensated and/or reimbursed as specified in MOA Policy and Procedure 68-1, Employee Travel Approval, Travel Expenses, and Per Diem.

### **Article 5.9 - Deductions from Pay**

The Municipality may deduct monies owed to the Municipality under any Municipal policy or program in which the employee is participating which calls for payroll deductions, such as tuition reimbursement and benefit deductions. The Municipality may make deductions from employee as authorized by law or Municipal policy, in such cases the employee shall be notified in writing prior to any deductions.

### **Article 5.10 - Guaranteed Relief**

Employees are guaranteed a break of ten (10) consecutive hours between their regularly scheduled shifts. If an employee is required to report to work without having had this break, the hours the employee is required to work without having had the ten (10) hour break shall be paid at the overtime rate.

If an employee is required to report to work for their regular scheduled shift without having the ten (10) hour break, the employee shall be paid at the overtime rate for their entire shift.

If the employee has a delayed start time on their regular scheduled shift to allow for the ten (10) hour break, then the hours the employee is delayed and the hours the employee works shall be paid at the straight time factored rate of pay.

### **Article 5.11 - Reclassification Request**

If the Union believes that an employee is consistently performing work in a different or higher established classification the Union may request for reclassification. At the request of the Union, the parties will meet to discuss the employee's reclassification. If agreement is not reached between the Union and Agency Head or designee, the matter shall be referred to the Director for resolution. The employee and the Union will be advised in writing on the disposition of the request. The disposition is not subject to the grievance process.

### **Article 5.12 - Pay Day and Pay Time**

All employees covered by this Agreement will be paid every other Friday. If a payday is a recognized holiday, then that pay day shall be the last business day prior to the recognized holiday. The Municipality shall provide for automatic payroll deposit. Employees who do not elect to receive their paycheck by automatic payroll deposit will have the paycheck available by close of business on the pay day.

All pay and allowances on the timecard shall be paid on the pay day for the pay period in which the pay and allowances were earned. If the pay and allowances were earned after and they were unanticipated when the timecard was completed, the allowances and pay will be paid on the following regular pay day.

### **Article 5.13 - Errors in Pay**

There shall be no liability on the part of the Municipality with regard to the preparation and delivery of paychecks other than for intentional misconduct. The Municipality will reimburse an employee for any proven loss suffered by the employee as a result of intentional misconduct in the preparation and delivery of the employee's paycheck.

An error in pay is defined as a discrepancy between the timecard submitted and actual hours paid for that pay period. Errors in pay will be corrected by the Municipality by the next full pay period after the error in pay is verified and confirmed by Central Payroll. Errors in pay will be verified and confirmed the next full pay period after the payroll correction form is received if the employee has provided all the necessary documentation and/or information.

For example:

|              |                                           |                       |
|--------------|-------------------------------------------|-----------------------|
| Pay Period A | Full Pay Period Dates: 4/8/2019-4/21/2019 | Check Date: 5/3/2019  |
| Pay Period B | Full Pay Period Dates: 4/22/2019-5/5/2019 | Check Date: 5/17/2019 |

When a pay correction form is submitted during Pay Period A dates (4/8/19-4/21/19) it will be reviewed and verified by Central Payroll by the next Pay Period B dates. The correction will be on the employees' Pay Period B check dated no later than 5/17/2019.

Effective the first full pay period after Assembly approval, if the Municipality fails to correct confirmed errors in pay by the next full pay period then the employee shall receive two hundred dollars (\$200) for each business day after the payday during which the error in pay remains uncorrected.

Effective January 1, 2023, if the Municipality fails to correct confirmed errors in pay by the next full pay period then the employee shall receive one hundred and fifty dollars (\$150) for each business day after the payday during which the error in pay remains uncorrected.

Effective January 1, 2024, if the Municipality fails to correct confirmed errors in pay by the next full pay period then the employee shall receive one hundred dollars (\$100) for each business day after the payday during which the error in pay remains uncorrected.

Overpayments shall not be eligible for errors in pay compensation.

When changes in contract language require software configuration changes, errors in pay compensation shall not apply for ninety (90) days.

After review of the error in pay documentation by Central Payroll, if there is a disagreement on whether an error in pay actually occurred the grievance procedure shall be utilized for resolution and the employee shall not be eligible for additional errors in pay compensation as stated above.

Upon notification to the employee, of at least one (1) pay period, the Municipality reserves the right to recover any overpayments in the same manner and same number of pay periods in which the overpayment occurred.

To prevent payroll errors and to ensure employees are accurately documenting their time in the Municipality's timekeeping system the Municipality will offer timekeeping system training to all members of the bargaining unit. This timekeeping system training will be provided upon hiring of each employee and at the request of each work unit.

#### **Article 5.14 - Mid-Term Classification Changes**

If, during the term of the Agreement, the Municipality creates a new classification, the pay grade is subject to negotiations and if necessary the grievance process.

#### **Article 5.15 - Call-out Pay**

- A. This section will become effective ninety (90) days after Assembly Approval.
- B. All call-outs shall be assigned by the Municipality. A call-out is defined as when employees are called in to work to perform unscheduled work after the end of their scheduled shift and prior to the start of their next scheduled shift. These call-out rules do not apply when an employee is held over at the end of their shift.

An employee who is working in call-out status shall be compensated at one and one-half (1 ½) times the factored rate of pay for all hours worked with a guarantee of at least four (4) hours of pay at the factored straight time rate of pay for each call-out. The employee is in pay status from the time the employee clocks in until the work is complete and the employee clocks out. Once an employee has clocked out and left the work site, any subsequent call that requires the employee to return to work shall be considered an additional call-out.

- C. Call-out is also defined as when employees are called on the phone to resolve a work-related issue after they have completed (clocked out) their scheduled shift and prior to the start of their next scheduled shift. Employees in this call-out status shall be compensated at one and one-half (1 ½) times the factored rate of pay for all hours worked with a guarantee of at least thirty (30) minutes of overtime. Multiple phone calls within thirty (30) minutes the first phone call will not be considered another call-out; only one minimum guarantee will apply,

Employees who are compensated under the standby provision in Article 5.6 Standby, will not be eligible to receive the thirty (30) minute guarantee if they resolve the issue over the phone. Employees will be paid for time worked pursuant to the overtime provisions in this Agreement.

As it relates to employees who work at the Port of Alaska only an employee required to come in on their scheduled day off to attend a mandatory meeting or

training shall be compensated at one and one-half ( $1\frac{1}{2}$ ) times the factored rate of pay for all hours worked with a guarantee of at least two (2) hours of pay at the factored straight time rate of pay.

## **ARTICLE 6 BENEFITS**

### **Article 6.1 - Health & Welfare Program**

#### **A. Health and Welfare Plan**

The Municipality agrees to contribute to the Local 302/612 International Union of Operating Engineers Construction Industry Health and Security Fund (Fund) for the purpose of providing certain health and welfare benefits to eligible employees.

#### **B. Eligibility**

Full time regular employees are eligible to participate in health, life and disability programs subject to the terms and conditions of the plan booklet provided by the Fund.

#### **C. Municipal and Employee Contributions**

The Municipality will contribute a monthly employer contribution for each eligible employee. Effective July 1, 2026, or on the first (1<sup>st</sup>) of the month following Assembly approval, the Municipality's monthly employer contribution is one thousand nine hundred and forty-five dollars (\$1,945.00) for each eligible employee.

Effective July 1, 2027, 2028, and 2029, the Municipality's monthly employer contribution to the Fund (rounded to the next dollar) shall be increased only if there is an increase in cost of the Fund. If there is an increase in the per-employee cost to the Fund in 2027, 2028, and 2029, then the Municipality will increase its contribution amount by ninety percent (90%) of the per-employee cost increase to the Fund and employees will pay the remainder of the increase.

The Municipality's employer contribution amount is not to exceed the per employee cost of Health & Welfare coverage to the Fund. The Union shall advise the Municipality of the pre-tax and after-tax (if applicable) contribution amounts that employee's shall contribute per month to the Fund through payroll deduction.

#### **D. Health Insurance Rate Adjustments**

The Union agrees to provide the Municipality with an actuarial analysis of the Fund by October 1 of each year of this Agreement. The Municipality, at its own expense, reserves the right to perform its own review and analysis of the Fund.

#### **E. Health Care Reporting Requirements**

The Municipality, Union, and Trust will cooperate in providing information about health care plans, participants, and related health care information that is required for reporting purposes by federal or state laws (e.g., ACA).

#### **Article 6.1.1 - Health and Welfare Plan/Fund**

The Municipality and Local 302 agree as follows:

1. The Administrator of the Fund agrees to enroll eligible Municipal employees represented by Local 302 in the Health and Welfare Plan.
2. The Municipality agrees to make the appropriate contributions to the administrators of the Fund on or before the fifteenth (15<sup>th</sup>) day of the month following the month in which the hours were worked.
3. The amount the employee contributes, if any, for Health and Welfare, benefits will be split equally between the first two (2) pay periods in each month.
4. The Fund administrator agrees to be responsible for reconciliation of the payments received from the Municipality per employee. Should an overpayment to the Fund occur on behalf of an employee, the Fund administrator shall remit the overpayment to the Municipality for purposes of the Municipality's repayment to the employee. The Fund administrator shall notify the Municipality of any such error within ten (10) days of discovery and shall immediately transfer all claims records to the Municipality. In the event of either an overpayment or an underpayment, the Fund administrator will provide the Municipality with documentation as necessary to verify the adjustments.

The Municipality will not provide payment of unused benefit credits to employees.

5. The contributions provided by the Municipality on a monthly basis, solely for the purposes of a health and welfare benefit program or programs for the benefit of eligible members of Local 302 and their qualified dependents and to defray the reasonable expenses of administering the plan of benefits. If the Plan covers participants in addition to members of the Local 302, the Fund administrator will maintain a separate account and will ensure that separate income and expense statements and balance sheets are maintained so as to determine the administrative costs as well as the actual cost of benefits for the Plan covering Local 302 members. The provisions of the plan established by the Plan Trustees must satisfy the mandatory requirements of Anchorage Municipal Code 3.30.161.
6. By entering into this Agreement the Union agrees to relieve the Municipality of any obligation to obtain, maintain, or administer a health insurance plan under AMC 3.30.161 covering eligible bargaining unit members and their dependents.

7. The Municipality's liability for contributions is limited to those fiscal years in which the monetary terms of a Collective Bargaining Agreement between the parties is approved by ratification of the bargaining unit members and approved by the Municipal Assembly in accordance with AMC 3.70.130.

#### **Article 6.1.2 - Health Promotion**

The Union recognizes that the provision of a safe work environment and encouragement of a healthful workforce is the right and obligation of the Municipality. The Union agrees to cooperate with the Municipality in the exercise of this right and fulfillment of this obligation so long as no right guaranteed under this Agreement is violated and with the recognition that participation of its members in any health promotion programs made available by the MOA shall be on a voluntary basis.

#### **Article 6.1.3 - Employee Assistance Program**

Eligible employees may participate in the Municipality's Employee Assistance Program (EAP) subject to the provisions of the program.

#### **Article 6.1.4 - Health Care Reform**

On an annual basis, the Union will provide certification of compliance with applicable minimum essential coverage and affordability provisions of the Affordable Care Act (ACA), or related federal or state laws.

Should state or federal legislation mandate change in cost, premiums, care coverage, or penalties the parties agree to reopen negotiations under Article 6.

Under no circumstances shall the eligible employee contribution either directly or indirectly result in tax or penalty liability for the Municipality associated with the "Cadillac Tax" under the ACA or similar laws or regulations.

#### **Article 6.2 - Savings Plan**

Eligible employees may participate in the Municipality's 401 (K) and 457 savings plan subject to the provisions of the plans.

#### **Article 6.3 - Retirement**

The MOA shall pay into the Local 302 Pension Plan an amount of six dollars and fifty-five cents (\$6.55) per hour and the employee will contribute one dollar and fifty cents (\$1.50) per hour into the Local 302 Pension Plan for each compensable hour for a total of eight dollars and five cents (\$8.05) per hour.

Effective first full pay period of January 2028, the MOA shall pay into the Local 302 Pension Plan an amount of six dollars and seventy-five cents (\$6.70) per hour and the

employee will contribute one dollar and fifty cents (\$1.50) per hour into the Local 302 Pension Plan for each compensable hour for a total of eight dollars and twenty cents (\$8.20) per hour.

Effective first full pay period of January 2029, the MOA shall pay into the Local 302 Pension Plan an amount of six dollars and eighty-five cents (\$6.85) per hour and the employee will contribute one dollar and fifty cents (\$1.50) per hour into the Local 302 Pension Plan for each compensable hour for a total of eight dollars and thirty-five cents (\$8.35) per hour.

Effective first full pay period of January 2030, the MOA shall pay into the Local 302 Pension Plan an amount of seven dollars and ten cents (\$7.10) per hour and the employee will contribute one dollar and fifty cents (\$1.50) per hour into the Local 302 Pension Plan for each compensable hour for a total of eight dollars and thirty-five cents (\$8.35) per hour.

Said contributions shall be made on or before the fifteenth (15<sup>th</sup>) day of the month following the month in which the hours were worked, to the Locals 302 and 612, of the International Operating Engineers-Employers Construction Industry Retirement Fund in the manner as set forth in the Trust Agreement of said Trust Fund. The details of the Retirement Plan established by this Trust Fund shall continue to be administered by a joint Board of Trustees composed of equal representation from the Unions and the Chapters of the Associated General Contractors of America, Inc., who are signatory to the Trust Agreement of the aforesaid trust fund. Each Trustee appointed by the Union shall be a member of the Union, and each Trustee appointed by the Employers shall be a member of an affiliated firm of the Chapters or a regular paid employee of the Associated General Contractors of America, Inc.

It is understood that the Union and Employer Associations are principal parties to the Trust Agreements and, therefore, shall be furnished full information on the actions of the Trustees and the operations of the Trusts.

#### **Article 6.4 - Pre-Tax**

Any premium expense paid by the employee through payroll deduction may be paid on a pre-tax basis to the extent allowed by law.

#### **Article 6.5 - Change in Contributions to Wages and/or Benefits**

The Union members working under this Agreement may, at the discretion of the Union, vote upon a portion of any wage increase to be applied to Health and Security or Retirement Trust Fund (Fund). The Union shall give sixty (60) days written notice to the Municipality prior to the wage increase effective date as to where the members would like to distribute the monies.

If money is transferred from wages to benefits, the transfer will not result in any increased cost to the Municipality.

## **ARTICLE 7 DISCIPLINE AND RESOLUTION OF DISPUTES**

### **Article 7.1 - Discipline**

In normal circumstances the MOA shall follow a program of progressive discipline, consisting of: documented oral reprimand, written Disciplinary Action Report (DAR), suspension for a period to be determined by the Agency Head in concurrence with the Labor Relations Director, with or without pay, demotion or termination of employment. The MOA may impose discipline at any level depending upon the severity or frequency of the offense.

Counseling memos are not considered discipline and are not required. Counseling memo may be used as a tool to encourage employees to improve performance and/or behavior.

Documented (typically in a memo format) oral reprimands shall be maintained in the department personnel file for one year.

Disciplinary actions, except oral reprimands, shall be documented on a Disciplinary Action Report (DAR) form. Completed DARs are placed in the employee's official personnel file in Human Resources and the department personnel file. After one year the employee may request in writing to the Agency Head and the Labor Relations Director to remove the DAR from the employee's department and official personnel file. These copies of the DARs will be returned to the employee.

#### **Article 7.1.1 - Discipline and Termination of Employment**

The Municipality retains the right to discipline or discharge an employee for just cause.

Just cause shall mean that sufficient justification exists for the proposed action against the employee. Just cause shall apply to behavior by the employee, which is detrimental to the discipline, public image or efficiency of the Municipality as an employer. As so defined, the following are examples of just cause:

1. Incompetency;
2. Inefficiency;
3. Lack of any of the qualifications required by AMC 3.30.024 D;
4. Theft, fighting, or assault of a fellow employee or member of the public;
5. No call or no show. Lack of significant justification for a three (3) day no call/no show will result in voluntary termination;

6. Insubordination;
7. Excessive or habitual absenteeism/tardiness;
8. Harassment of other employees or the public;
9. Violation of a written municipal procedure or regulation, which was known or reasonably should have been known to the employee;
10. Violation of an oral directive, which was known or reasonably should have been known to the employee;
11. Conviction of a crime involving moral turpitude;
12. Violation of AMC 3.30.190 Substance Abuse Testing Policy; and/or
13. Any other conduct recognized by reasonable persons as justification for serious discipline including dismissal.

The Municipality shall notify the Union of a proposed disciplinary and/or discharge action before the issuance of the proposed disciplinary and/or discharge action to allow the opportunity for a Union representative to be present when such disciplinary and/or discharge action is taken. The reasons for such disciplinary and/or discharge action are to be stated in writing by the Municipality.

## **Article 7.2 - Grievance Defined**

Only complaints or disputes of an employee acting through the Union, arising under this Agreement and involving an alleged violation, misapplication or misinterpretation of this Agreement or complaints of the MOA or the Union are subject to the grievance procedure. The MOA or the Union may file a grievance on its own behalf only when the grievance alleges a violation, misapplication or misinterpretation of this Agreement which deprives the MOA or the Union of a specific right, power or entitlement granted or reserved to it in this Agreement. MOA and Union grievances are to be filed in writing commencing at Step Two of this grievance procedure. Allegations of unlawful discrimination are not grievable under this Agreement unless all public agencies, which might have jurisdiction to investigate such allegations, refuse to do so.

A grievance may be filed by the Union on behalf of all employees who are similarly situated. Such "class action" grievances must identify all members of the class with sufficient particularity to enable the parties to determine who would be affected by the resolution of the grievance. Class action grievances must be signed by one member of the class, and must be filed on the Union grievance form.

The Union shall provide to the Labor Relations Director or designee a list of business representatives who are Union designees for the purpose of pursuing and resolving Union

grievance matters. This list is to be resubmitted any time there is a change in personnel on behalf of the Union.

### **Article 7.3 - Grievance Procedure**

- A. When a situation arises which becomes a basis for a grievance, the Union and the Municipality shall make every effort possible to informally resolve the issue.
- B. In the event that the problem cannot be resolved, the grievance will be reduced to writing on a standard form agreed to by the parties within ten (10) working days of the event, giving rise to the grievance and the following procedure will be used.

The written form of the grievance is to contain the following information:

- 1. Nature of the grievance and the specific circumstances out of which it arose;
  - 2. Remedy requested;
  - 3. Article(s) and Section(s) of this Agreement alleged to be violated, relied upon, or claimed to have been violated;
  - 4. Date of alleged violation(s); and
  - 5. Signature of the grievant, if applicable, and the union representative.
- C. In the application of this article, work days excludes Saturdays, Sundays, and recognized Municipal holidays. Nothing in this article is to be construed to prevent settlement of a grievance by mutual agreement of the parties at any time. The expenses of the arbitration are borne equally by the Municipality and union representing the grievant.
  - D. At each step the time requirements may be extended in writing by mutual agreement. Failure by either party to follow the time limits for advancing the grievance to the next step in the grievance and arbitration procedure set forth below shall result in the grievance being resolved against the party failing to follow time limits without precedent.
  - E. For cases involving discharge the grievance procedure begins at Step Two of the procedure and the parties agree to make every effort to schedule the arbitration on an expedited basis.

#### **Article 7.3.1 - Step One**

The written grievance shall be distributed to the Labor Relations Director or designee within ten (10) working days of when the event giving rise to the grievance occurred. The Labor Relations Director or designee will send the grievance to the appropriate Agency

Head. The Municipality shall have ten (10) working days from receipt of the written grievance to meet with the Union and attempt resolution. Within ten (10) working days after the Step One meeting the Agency Head, in concurrence with the Labor Relations Director or designee must issue a written response.

### **Article 7.3.2 - Step Two**

Upon receipt of a denial of the grievance at Step One, the Union shall have ten (10) working days in which to notify the Human Resources Director that the grievance remains unresolved and that the Union wishes to appeal the grievance to Step Two. If notification is given, then the Union and the Human Resources Director shall meet within ten (10) working days of that notice to attempt resolution. Within ten (10) working days after the Step Two meeting the Human Resources Director shall issue a written response.

In the event that the Union or the MOA files a grievance at Step Two of this procedure, the Human Resources Director and the Union shall meet within ten (10) working days of the receipt of that grievance in an attempt to resolve the grievance. Within ten (10) working days of that meeting, the party against whom the grievance is filed shall issue a written response.

### **Article 7.3.3 - Step Three**

The request for arbitration may be made by either party and must be made in writing within 10 working days of receipt of the Step Two response. The arbitration will be conducted pursuant to the procedural rules set forth in the Labor Arbitration Rules Of The American Arbitration Association (AAA) and generally accepted principles of labor arbitration.

### **Article 7.3.4 - Arbitrability**

In the event that any question involving the procedural or substantive arbitrability of any grievance arises, such questions of arbitrability shall be arbitrated in a separate hearing prior to the commencement of arbitration on the merits of the grievance.

Different arbitrators shall be used for the two hearings unless otherwise agreed by the parties. The hearing on the merits shall not commence until a decision is rendered on the arbitrability questions.

### **Article 7.3.5 - Selection of the Arbitrator**

If there is a request for arbitration, the Union and the MOA shall meet within ten (10) working days to agree on a mutually acceptable arbitrator. If no agreement is reached, the parties shall select an arbitrator by utilizing the striking method from the list of seven (7) arbitrators supplied by the AAA for the purposes of the dispute. Arbitration will commence as soon as practicable following the appointment of the arbitrator. The expenses of arbitration will be borne equally by the MOA and the Union.

### **Article 7.3.6 - Authority of the Arbitrator**

The arbitrator shall conduct a hearing according to generally accepted standards and procedures for grievance arbitration and the procedural rules of the AAA. The arbitrator shall have no authority to add to, alter, delete or modify any statute, regulation, ordinance or provision of this agreement. The arbitrator has no authority to grant any relief that is not reasonably contemplated by the grievance, or to issue any award on a matter not raised in the grievance. The arbitrator's authority and jurisdiction is strictly limited to the interpretation and application of this Agreement.

The decision of the arbitrator shall be reduced to writing unless waived by the parties and shall be final and binding upon the parties.

### **Article 7.3.7 - Service**

By agreement of the parties, mail, facsimile transmission, email and/or hand deliveries may be used as the means of filing grievance and responses.

### **Article 7.3.8 - Existing Grievances**

All grievances and arbitration cases pending at the time of execution of this Agreement shall be subject to all provisions of the Agreement in effect at the time the grievance was filed.

### **Article 7.3.9 - Personnel Files use in Arbitration**

No document contained within an employee's personnel file(s) may be used in arbitration or other hearing, unless a copy of the document is provided to the employee.

## **ARTICLE 8 WORK RULES**

### **Article 8.1 - Safety**

Safety rules shall be as follows:

- A. The MOA and the Union will cooperate in designing and carrying out a safety program affecting all employees.
- B. The regulations concerning safety and equipment standards shall be governed by local, state and federal government rules, which shall be followed by the MOA, the Union and all employees.
- C. Employees are required to perform pre and post trip inspections consistent with CDL requirements and department policy. All equipment, which is unsafe or in need of repair, shall be reported to the appropriate supervisor or designee, who shall take appropriate steps to correct the items reported. Employees shall report all pre-trip defects and deficiencies to the appropriate supervisor or designee prior to operating the equipment. No employee shall be disciplined for refusing to operate unsafe equipment.
- D. Employees shall immediately report all vehicle accidents involving either a MOA vehicle or a personal vehicle driven on paid work time. Employees shall not leave the scene of the accident unless advised to by their supervisor or to obtain emergency medical treatment. A police officer or other appropriate official at the scene may direct employees to move the vehicles for safety reasons.
- E. Employees must report all work related injuries/illnesses immediately to their supervisor. Employees must submit all work related injury/illness reports prior to leaving the work place from the shift in which the injury/illness occurred, unless immediate medical care is needed. If emergency medical care is needed, the injury/illness report must be submitted as soon as possible. Employees must use any and all safety equipment paid for or furnished by the Municipality. Failure of employees to use such safety equipment will subject the employee to appropriate administrative or disciplinary action.
- F. The Municipality shall furnish such safety equipment as is required for the safety of employees. Safety devices and first aid equipment as may be required for safety and proper emergency medical treatment shall be provided and be available for all employees working under adverse conditions. The Municipality shall furnish seat belts for all passenger cars, pick-up trucks, and buses and employees shall utilize seat belts at all times while operating any equipment with seat belts.

- G. The Municipality shall establish regular safety meetings for each department not less than once per month during working hours and all employees will be required to attend without loss of pay.
- H. Each Department shall provide for all employees covered by this contract, at no cost to the employee, an annual hearing exam. The medical files will remain with the vendor and will remain confidential.
- I. Personnel who require prescription safety eyeglasses shall wear industrial prescription safety glasses (ANSI Standard Z87). Each Department shall cover the actual cost of required safety glasses, not to exceed the sum of two hundred and fifty dollars (\$250.00) per calendar year. The employee will be required to submit a PPE reimbursement form.

## **Article 8.2 - Protection of Municipal Property**

Employees are required to use their best efforts to protect municipal property. Employees may be subject to appropriate disciplinary action for violation of this Article.

## **Article 8.3 - Hand Tools**

Employees may be required to provide common quality tools of the trade in which they are employed. Employees shall submit and maintain a current inventory of tools to the shop supervisor. Employees' inventoried tools will be replaced if broken in the course of the work. The Municipality shall replace brand for brand all inventoried tools including toolboxes in the event of loss from fire, theft, vandalism, or natural disaster. When the Municipality replaces tools and or toolboxes, the broken or damaged tools and or toolboxes becomes the property of the Municipality.

### **Article 8.3.1 - Tool Allowance**

Effective July 1, 2026, each regular employee active as of the first of each month in the classifications listed below, shall be provided a monthly tool allowance of one hundred dollars (\$100.00).

Effective January 1, 2027, each regular employee active as of the first of each month in the classifications listed below, shall be provided a monthly tool allowance of one hundred and ten dollars (\$110.00).

Effective January 1, 2028, each regular employee active as of the first of each month in the classifications listed below, shall be provided a monthly tool allowance of one hundred and twenty dollars (\$120.00).

Effective January 1, 2029, each regular employee active as the first of each month in the classifications listed below, shall be provided a monthly allowance of one hundred and thirty dollars (\$130.00).

Seasonal and temporary employees are not eligible for the tool allowance.

Equipment Serviceman  
Port Maintenance Journeyman (Designated Mechanic)  
Equipment Operations Technician I  
Equipment Operations Technician II  
Refuse Disposal Technician I  
Disposal Vehicle Maintenance Foreman

#### **Article 8.4 - Lockers**

The MOA will furnish lockers where they are necessary, as determined by the MOA. Any such lockers shall remain the property of the MOA and the MOA shall have free access to all such lockers.

#### **Article 8.5 - Uniforms, Special Clothing, and Required Safety Footwear**

- A. The Municipality will furnish, clean and maintain uniforms and special clothing only where such uniforms and special clothing are required by the Municipality or applicable OSHA or other applicable safety regulations. Any such uniforms or special clothing provided by the Municipality shall be returned to the Municipality upon termination of the employee's employment.
- B. Each calendar year, regular employees active as of January 1, required by the Municipality due to the nature of the employees work to wear safety footwear, shall be provided a footwear allowance of two hundred dollars (\$200.00) in the first full pay period of each calendar year. Employees who are hired after January 1 shall receive a footwear allowance as follows:
  - 1. Regular employees hired during the first quarter of the year shall receive a footwear allowance of two hundred dollars (\$200.00) which will be included with their first paycheck.
  - 2. Employees hired in the second quarter of the year shall receive a footwear allowance of one hundred dollars (\$100.00) which will be included with their first paycheck.
- C. Article 8.5 does not apply to temporary or seasonal employees.

#### **Article 8.6 - Access to MOA Property**

Employees shall have access to non-public MOA property during normal operations or when on duty and only to the extent required by their duty. Non-employee union representatives shall have access to municipal property only as specified in paragraph 2.11.5 of this Agreement, Visits to Municipal Work Locations.

## **Article 8.7 - Revocation of License**

In the event an employee shall suffer a revocation of license because of a violation or violations by the MOA of any federal, state, or local law, the MOA shall provide suitable and continued employment for such employee at not less than the employee's factored rate of pay at the time of revocation of the license. The employee shall be reinstated to the position held prior to revocation of license after the license is restored. The employee shall lose no pay, benefits, or seniority upon the event of revocation of license because of a violation of federal, state, or local law by the MOA. The MOA shall pay any expenses and/or judgments rendered against the employee in case of revocation of the employee's license because of a violation or violations by the MOA of any federal, state, or local law.

## **Article 8.8 - Health & Safety Award**

The MOA is committed to raising the awareness of employee health and safety and creating and promoting a safe working environment for all employees. The Union recognizes the benefit of a safe and healthy workforce and supports the MOA in its adoption of a Stretch and Flex exercise program to increase employees' flexibility and to reduce the risk of injuries. The MOA recognizes the benefits for the employee and the Municipality in maintaining a safe and health conscious workplace and has agreed to reward all employees who participate in the Stretch and Flex exercise program with a Health & Safety Award.

The Health & Safety Award terms and conditions are as follows:

The Stretch and Flex exercise program will be administered at the beginning of all employees' shift. The Stretch and Flex exercise program will be between 10 and 15 minutes at the beginning of every employees' shift.

- A. Health & Safety Award Periods. The Health & Safety Award eligibility periods for employees who choose to participate in the Health & Safety exercise program are: January 1<sup>st</sup> to March 31<sup>st</sup>, April 1<sup>st</sup> to June 30<sup>th</sup>, July 1<sup>st</sup> to September 30<sup>th</sup>, and October 1<sup>st</sup> to December 31<sup>st</sup>.
- B. Employee Eligibility. All employees are eligible to participate in the Stretch and Flex exercise program for the Health & Safety Award.
- C. Qualifying for a Health & Safety Award. Employees who participate in the Stretch and Flex exercise program will be expected to complete the stretching and flexing exercises as illustrated on the MOA approved handout or video demonstration at the beginning of each employee's shift (prior to performing work) for approximately 10 to 15 minutes. Employees who complete the Stretch and Flex exercise program at the beginning of each of their shifts for an entire quarter will earn five (5) hours of non-cashable leave per quarter. The non-cashable leave will be deposited into the employee's leave account by the end of the following month (example: 4<sup>th</sup>

Quarter October 1<sup>st</sup> to December 31<sup>st</sup> employees receive the non cashable leave by the end of January).

- D. Award of a Health & Safety Award. Employees shall be notified in writing of the Health & Safety Award by the Agency Head.
- E. Disqualification of a Health & Safety Award. When an Agency Head determines that an employee is disqualified for the Health and Safety Award, the employee will be notified in writing. The reason for the disqualification will be that the employee did not participate in the Stretch and Flex exercise program at the beginning of their shifts (excluding scheduled and unscheduled absences; however, the employee must have worked greater than 50% of their scheduled shifts) or that, while the employee partially participated, the employee did not fully participate (i.e. doesn't complete all the Stretch and Flex exercises, doesn't do the exercise for the required timeframe, doesn't do the exercise properly).

## **ARTICLE 9 MISCELLANEOUS PROVISIONS**

### **Article 9.1 - Educational Incentive**

Employees will be entitled to educational assistance in accordance with Municipal Personnel Rule 16 (AMC 3.30.162) which, provides as follows:

Educational and Training Assistance: The Municipality offers, as part of its Employee Development Program, Educational and Training Assistance payment for certain college courses and other training opportunities of benefit to the organization. Guidelines for participation and administration of educational and tuition assistance shall be established through the Mayor's Policies, Procedures and applicable Personnel Rules.

### **Article 9.2 - Union Training Program**

The Union and the Municipality of Anchorage agree that it is in their mutual interest and in the interest of the employees to be trained in the fields of work and equipment covered by this Agreement. The Union Training Trust and the Municipality shall meet as needed to identify and address training needs. Eligibility for training is only available to those employees in which the Municipality makes contributions on their behalf and meet the minimum qualifications as set forth by the Training Trust for all members. Training not typically administered by the Union, shall be pre-approved and a cost share shall be agreed upon with the Local Training Trust and the Municipality.

If the Department Head approves an employee to attend training at the Union training center and this training maintains, improves or acquires skills in the employee's current or prospective job and which are of immediate and direct value to the Municipality, the training will be on paid time. When approved, if scheduled training occurs during normal working hours, participation may be considered regular time. If the scheduled training occurs during a time that is different from the employee's work schedule, an alternate schedule may be arranged. Training is not eligible for overtime pay and shall not count toward hours worked for the purpose of determining overtime eligibility within the workweek. The extent to which individual agencies approve training may vary depending on such factors as staffing, organizational priorities, and the nature of the training.

Effective the first full pay period of January 2027, the Municipality will contribute to the Apprenticeship and Training Program twenty dollars (\$20.00) for all regular employees per work week.

## **ARTICLE 10 SCHEDULING**

### **Article 10.1 - Scheduling By the Municipality**

The Municipality shall schedule all work and all employees, including but not limited to, all shifts, reporting locations, and work schedules. Any changes to the work schedules for full time employees will be posted on the appropriate workplace bulletin boards as far in advance as practicable. Employees will be given, as far in advanced as practicable, notice of any shift changes, reporting location changes, or schedule changes. For seasonal schedule and shift changes, employees will be given a thirty (30) calendar day notice to shifts and/or schedules changes with no less than a fourteen (14) calendar day notice, unless mutually agreed upon by the employee and management.

#### **Article 10.1.1 - Department Seniority**

Department Seniority is utilized for bidding of work schedules and shifts (including workdays) and for scheduling of leave.

- A. The employee who has the longest term of service in the department as a regular full-time Union employee shall be first on the seniority list for purposes of bidding of work schedules and shifts (including workdays) and leave scheduling. The Agency Head shall request employees' preference for bidding schedules and shifts but retains the right to assign shifts for legitimate business reasons. The Agency Head may assign schedules and shifts if the appropriate skill levels are not present within a schedule or shift.
- B. If any employees share the same hire or rehire date, the tie shall be broken by applying the Union seniority tie-breaker formula in Appendix B.

#### **Article 10.1.2 - Port Maintenance Journeyman Designated Mechanic Seniority**

Management retains the right to assign shifts for business reasons. For business reasons, the Port of Alaska management has assigned the Port Maintenance Journeyman position as the designated mechanic to a Day Shift position.

This position shall be exclusive of seniority with respect to bidding shifts but shall be responsible for complying with all other aspects of the Agreement.

If the staffing level at the Port of Alaska changes and a second mechanic position is designated, this Article will no longer be applicable unless mutually agreed upon.

#### **Article 10.1.3 - Merrill Field Weekend Rotation Schedule**

Merrill Field schedules employees for seven (7) day coverage to sustain appropriate levels of service, quality of work, and productivity of the workforce. There is a rotating

weekend schedule in affect. Any alternate rotating schedule is subject to mutual agreement between the Municipality and the Union.

## **Article 10.2 - Rest Breaks and Meal Breaks**

### **A. Rest Breaks**

Except in an emergency situation, all employees shall be allowed one (1) paid rest break not to exceed fifteen (15) minutes in duration during the first (1<sup>st</sup>) half of the shift and a paid fifteen (15) minute rest break during the second (2<sup>nd</sup>) half of the shift consistent with department policy.

### **B. Meal Breaks**

Meal breaks will be one (1) hour unpaid or one-half (½) hour unpaid, as designated by management, from the time the employees break at the job site for lunch and return there from lunch. Where the nature of the work does not permit scheduled meal breaks, the MOA shall make alternate arrangements to enable employees to eat a meal.

### **C. Additional Breaks**

When working other than the regular shift, when the work situation permits, a paid fifteen (15) minute rest break shall be taken each additional two and one-half (2 ½) hours worked. However, it is understood that at times the workload may not permit employees to take their breaks on this schedule. No rest breaks will be taken during the last half hour of work.

### **D. Combination of Breaks**

Breaks may be combined when the work situation permits.

## **Article 10.3 - Travel**

Employment related travel by employees covered by this Agreement must be directed and scheduled by the MOA.

## **Article 10.4 - Show up Guarantee**

Employees reporting for work, and not put to work, shall receive two (2) hours at their factored rate of pay unless notified by phone, text, or message left not to report to work at least two (2) hours prior to the start of the shift.

**ARTICLE 11  
CLASSIFICATIONS AND WAGE SCHEDULES**

**Article 11.1 - Classifications**

| GRADE | CLASSIFICATION                                                                                                                                                                                                             |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4     | General Laborer                                                                                                                                                                                                            |
| 7     | General Maintenance Assistant                                                                                                                                                                                              |
| 11    | Light Equipment Operator I<br>Refuse Disposal Utilityman                                                                                                                                                                   |
| 15    | Port Maintenance Technician I<br>Airport Maintenance Technician I<br>Equipment Serviceman                                                                                                                                  |
| 16    | Port Maintenance Technician II                                                                                                                                                                                             |
| 17    | Medium Equipment Operator                                                                                                                                                                                                  |
| 18    | Warehouseman Journeyman<br>Heavy Equipment Operator<br>Refuse Disposal Journeyman<br>Airport Maintenance Technician II<br>Refuse Disposal Technician I<br>Port Maintenance Journeyman<br>Equipment Operations Technician I |
| 19    | Heavy Equipment Operator Leadman<br>Airport Maintenance Technician III<br>Port Maintenance Leadman                                                                                                                         |
| 20    | Working Foreman<br>Equipment Operations Technician II                                                                                                                                                                      |

## Article 11.2 - 2026 Wage Schedule

|                                             |         |         |         |         |         |         |         |         |
|---------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Effective<br>Date: 7/1/2026 Increase: 5.00% |         |         |         |         |         |         |         |         |
| Step                                        |         |         |         |         |         |         |         |         |
| Grade                                       | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| 4                                           | \$17.59 | \$18.47 | \$19.38 | \$20.37 | \$21.39 | \$22.46 | \$23.02 | \$23.59 |
| 7                                           | \$19.26 | \$20.24 | \$21.22 | \$22.30 | \$23.42 | \$24.59 | \$25.21 | \$25.84 |
| 9                                           | \$22.45 | \$23.56 | \$24.78 | \$25.97 | \$27.27 | \$28.63 | \$29.35 | \$30.08 |
| 10                                          | \$23.56 | \$24.78 | \$25.97 | \$27.28 | \$28.64 | \$30.07 | \$30.83 | \$31.59 |
| 11                                          | \$24.77 | \$25.97 | \$27.27 | \$28.63 | \$30.06 | \$31.56 | \$32.35 | \$33.16 |
| 15                                          | \$30.10 | \$31.61 | \$33.15 | \$34.83 | \$36.57 | \$38.40 | \$39.35 | \$40.34 |
| 16                                          | \$31.61 | \$33.15 | \$34.82 | \$36.55 | \$38.38 | \$40.30 | \$41.31 | \$42.34 |
| 17                                          | \$33.15 | \$34.83 | \$36.55 | \$38.37 | \$40.29 | \$42.30 | \$43.37 | \$44.45 |
| 18                                          | \$34.83 | \$36.55 | \$38.37 | \$40.28 | \$42.29 | \$44.40 | \$45.52 | \$46.65 |
| 19                                          | \$36.55 | \$38.37 | \$40.28 | \$42.34 | \$44.46 | \$46.68 | \$47.85 | \$49.05 |
| 20                                          | \$38.37 | \$40.28 | \$42.34 | \$44.44 | \$46.66 | \$48.99 | \$50.22 | \$51.48 |

## Article 11.3 - 2027 Wage Schedule

|                                             |         |         |         |         |         |         |         |         |
|---------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Effective<br>Date: 1/1/2027 Increase: 3.00% |         |         |         |         |         |         |         |         |
| Step                                        |         |         |         |         |         |         |         |         |
| Grade                                       | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| 4                                           | \$18.12 | \$19.02 | \$19.96 | \$20.98 | \$22.03 | \$23.13 | \$23.71 | \$24.30 |
| 7                                           | \$19.84 | \$20.85 | \$21.86 | \$22.97 | \$24.12 | \$25.33 | \$25.97 | \$26.62 |
| 9                                           | \$23.12 | \$24.27 | \$25.52 | \$26.75 | \$28.09 | \$29.49 | \$30.23 | \$30.98 |
| 10                                          | \$24.27 | \$25.52 | \$26.75 | \$28.10 | \$29.50 | \$30.97 | \$31.75 | \$32.54 |
| 11                                          | \$25.51 | \$26.75 | \$28.09 | \$29.49 | \$30.96 | \$32.51 | \$33.32 | \$34.15 |
| 15                                          | \$31.00 | \$32.56 | \$34.14 | \$35.87 | \$37.67 | \$39.55 | \$40.53 | \$41.55 |
| 16                                          | \$32.56 | \$34.14 | \$35.86 | \$37.65 | \$39.53 | \$41.51 | \$42.55 | \$43.61 |
| 17                                          | \$34.14 | \$35.87 | \$37.65 | \$39.52 | \$41.50 | \$43.57 | \$44.67 | \$45.78 |
| 18                                          | \$35.87 | \$37.65 | \$39.52 | \$41.49 | \$43.56 | \$45.73 | \$46.89 | \$48.05 |
| 19                                          | \$37.65 | \$39.52 | \$41.49 | \$43.61 | \$45.79 | \$48.08 | \$49.29 | \$50.52 |
| 20                                          | \$39.52 | \$41.49 | \$43.61 | \$45.77 | \$48.06 | \$50.46 | \$51.73 | \$53.02 |

## Article 11.4 - 2028 Wage Schedule

|                                             |          |          |          |          |          |          |          |          |
|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Effective<br>Date: 1/1/2028 Increase: 2.00% |          |          |          |          |          |          |          |          |
| <b>Step</b>                                 |          |          |          |          |          |          |          |          |
| <b>Grade</b>                                | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> |
| <b>4</b>                                    | \$18.48  | \$19.40  | \$20.36  | \$21.40  | \$22.47  | \$23.59  | \$24.18  | \$24.79  |
| <b>7</b>                                    | \$20.24  | \$21.27  | \$22.30  | \$23.43  | \$24.60  | \$25.84  | \$26.49  | \$27.15  |
| <b>9</b>                                    | \$23.58  | \$24.76  | \$26.03  | \$27.29  | \$28.65  | \$30.08  | \$30.83  | \$31.60  |
| <b>10</b>                                   | \$24.76  | \$26.03  | \$27.29  | \$28.66  | \$30.09  | \$31.59  | \$32.39  | \$33.19  |
| <b>11</b>                                   | \$26.02  | \$27.29  | \$28.65  | \$30.08  | \$31.58  | \$33.16  | \$33.99  | \$34.83  |
| <b>15</b>                                   | \$31.62  | \$33.21  | \$34.82  | \$36.59  | \$38.42  | \$40.34  | \$41.34  | \$42.38  |
| <b>16</b>                                   | \$33.21  | \$34.82  | \$36.58  | \$38.40  | \$40.32  | \$42.34  | \$43.40  | \$44.48  |
| <b>17</b>                                   | \$34.82  | \$36.59  | \$38.40  | \$40.31  | \$42.33  | \$44.44  | \$45.56  | \$46.70  |
| <b>18</b>                                   | \$36.59  | \$38.40  | \$40.31  | \$42.32  | \$44.43  | \$46.64  | \$47.83  | \$49.01  |
| <b>19</b>                                   | \$38.40  | \$40.31  | \$42.32  | \$44.48  | \$46.71  | \$49.04  | \$50.28  | \$51.53  |
| <b>20</b>                                   | \$40.31  | \$42.32  | \$44.48  | \$46.69  | \$49.02  | \$51.47  | \$52.76  | \$54.08  |

## Article 11.5 - 2029 Wage Schedule

|                                             |          |          |          |          |          |          |          |          |
|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Effective<br>Date: 1/1/2029 Increase: 3.00% |          |          |          |          |          |          |          |          |
| <b>Step</b>                                 |          |          |          |          |          |          |          |          |
| <b>Grade</b>                                | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> |
| <b>4</b>                                    | \$19.03  | \$19.98  | \$20.97  | \$22.04  | \$23.14  | \$24.30  | \$24.91  | \$25.53  |
| <b>7</b>                                    | \$20.85  | \$21.91  | \$22.97  | \$24.13  | \$25.34  | \$26.62  | \$27.28  | \$27.96  |
| <b>9</b>                                    | \$24.29  | \$25.50  | \$26.81  | \$28.11  | \$29.51  | \$30.98  | \$31.75  | \$32.55  |
| <b>10</b>                                   | \$25.50  | \$26.81  | \$28.11  | \$29.52  | \$30.99  | \$32.54  | \$33.36  | \$34.19  |
| <b>11</b>                                   | \$26.80  | \$28.11  | \$29.51  | \$30.98  | \$32.53  | \$34.15  | \$35.01  | \$35.87  |
| <b>15</b>                                   | \$32.57  | \$34.21  | \$35.86  | \$37.69  | \$39.57  | \$41.55  | \$42.58  | \$43.65  |
| <b>16</b>                                   | \$34.21  | \$35.86  | \$37.68  | \$39.55  | \$41.53  | \$43.61  | \$44.70  | \$45.81  |
| <b>17</b>                                   | \$35.86  | \$37.69  | \$39.55  | \$41.52  | \$43.60  | \$45.77  | \$46.93  | \$48.10  |
| <b>18</b>                                   | \$37.69  | \$39.55  | \$41.52  | \$43.59  | \$45.76  | \$48.04  | \$49.26  | \$50.48  |
| <b>19</b>                                   | \$39.55  | \$41.52  | \$43.59  | \$45.81  | \$48.11  | \$50.51  | \$51.79  | \$53.08  |
| <b>20</b>                                   | \$41.52  | \$43.59  | \$45.81  | \$48.09  | \$50.49  | \$53.01  | \$54.34  | \$55.70  |

## Article 11.6 - 2030 Wage Schedule

|                                             |         |         |         |         |         |         |         |         |
|---------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Effective<br>Date: 1/1/2030 Increase: 2.00% |         |         |         |         |         |         |         |         |
| Step                                        |         |         |         |         |         |         |         |         |
| Grade                                       | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| 4                                           | \$19.41 | \$20.38 | \$21.39 | \$22.48 | \$23.60 | \$24.79 | \$25.41 | \$26.04 |
| 7                                           | \$21.27 | \$22.35 | \$23.43 | \$24.61 | \$25.85 | \$27.15 | \$27.83 | \$28.52 |
| 9                                           | \$24.78 | \$26.01 | \$27.35 | \$28.67 | \$30.10 | \$31.60 | \$32.39 | \$33.20 |
| 10                                          | \$26.01 | \$27.35 | \$28.67 | \$30.11 | \$31.61 | \$33.19 | \$34.03 | \$34.87 |
| 11                                          | \$27.34 | \$28.67 | \$30.10 | \$31.60 | \$33.18 | \$34.83 | \$35.71 | \$36.59 |
| 15                                          | \$33.22 | \$34.89 | \$36.58 | \$38.44 | \$40.36 | \$42.38 | \$43.43 | \$44.52 |
| 16                                          | \$34.89 | \$36.58 | \$38.43 | \$40.34 | \$42.36 | \$44.48 | \$45.59 | \$46.73 |
| 17                                          | \$36.58 | \$38.44 | \$40.34 | \$42.35 | \$44.47 | \$46.69 | \$47.87 | \$49.06 |
| 18                                          | \$38.44 | \$40.34 | \$42.35 | \$44.46 | \$46.68 | \$49.00 | \$50.25 | \$51.49 |
| 19                                          | \$40.34 | \$42.35 | \$44.46 | \$46.73 | \$49.07 | \$51.52 | \$52.83 | \$54.14 |
| 20                                          | \$42.35 | \$44.46 | \$46.73 | \$49.05 | \$51.50 | \$54.07 | \$55.43 | \$56.81 |

## Article 11.7 - Master Mechanic Certification Program

Employees in the Refuse Disposal Technician I, Port Maintenance Journeyman designated mechanic, Equipment Operations Technician I, and Equipment Operations Technician II classifications are eligible for the ASE Master Mechanic Certification Program as follows:

The employee shall receive a 5% pay enhancement for the ASE Master Mechanic Certification. Employees must have a current ASE Master Mechanic Certification in order to receive the pay enhancement. The pay enhance shall be effective the beginning of the pay period in which the employee enters the certification in Employee Self Service (ESS) or when it is received by Human Resources. The pay enhancement shall not be effective prior to the issue/effective date of the ASE Master Mechanic Certification.

## Article 11.8 - Master Mechanic Reimbursement

To be eligible for reimbursement for the testing required to obtain an ASE Master Mechanic Certification the following criteria must be met:

1. The attendance at the classes, trainings, and testing times must be completed on the employee's own time; and

2. The employee shall provide proof of successful completion for each course.

Upon successful completion of each course, the MOA shall reimburse the employee for the cost of the course(s) and any testing fees. If the employee separates from MOA employment within one year of course completion, the entire cost, including course and testing fees, shall be reimbursed by the employee to the MOA through payroll deduction or other means.

## **ARTICLE 12 TERMS OF AGREEMENT, RENEGOTIATION**

### **Article 12.1 - Effective Date and Duration**

The Agreement is effective after ratification by the union membership and approval by the Assembly as required by Anchorage Municipal Code. This Agreement shall expire at midnight June 30, 2030.

### **Article 12.2 - Renegotiation**

If either party wishes to negotiate a successor agreement and properly notifies the other party, both parties must participate in the negotiations. Negotiations must commence at least one hundred and eighty (180) days before the expiration date of this Agreement. If neither party properly notifies the other party of an intent to negotiate a successor agreement, this Agreement shall be automatically renewed for a period of one (1) year from its expiration date and for successive periods of one (1) year each for so long as there is no proper notification of an intent to negotiate a successor to this Agreement.

### ACKNOWLEDGEMENT AND CERTIFICATION

Pursuant to Anchorage Municipal Code section 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 on behalf of a party.

The undersigned 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.

MUNICIPALITY OF ANCHORAGE

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 302

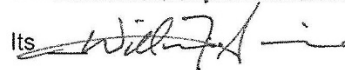
DATED: 4/7/26

DATED: 4/2/26

BY: Jason Bockenstedt

BY: William T. Sims

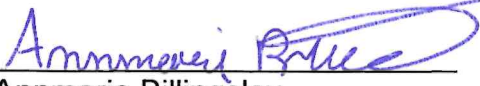
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**MUNICIPALITY OF ANCHORAGE**

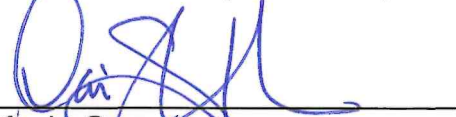
**IUOE LOCAL 302**

To be signed subsequent to Assembly Ratification

  
Annmarie Billingsley  
Human Resources Director

  
Gaylon P. VanLandingham  
Street Maintenance Manager

  
Jason Bockenstedt  
Assistant Municipal Attorney

  
Kayla Green  
Labor Relations Specialist

  
Ona Brause  
OMB

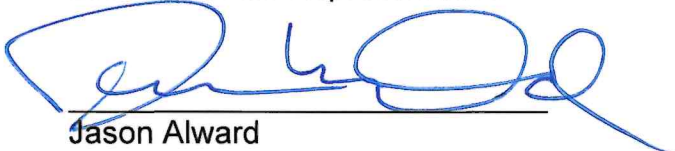
  
Bryan Protzman  
SWS Superintendent

  
Suzanne LaFrance  
Mayor

ATTEST:

  
Jamie Heinz  
Municipal Clerk

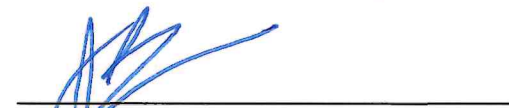
  
Bill Sims  
L302 Business Representative

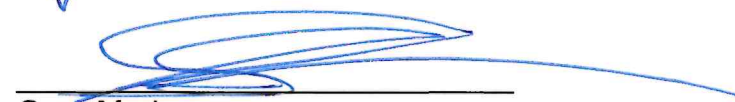
  
Jason Alward  
L302 District 6 Representative

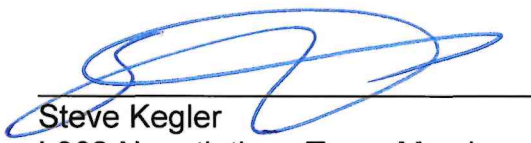
  
Linus Mathis  
L302 Negotiations Team Member

  
Michan Gallagher  
L302 Negotiations Team Member

  
Roy Rainer  
L302 Negotiations Team Member

  
Josh Bouwens  
L302 Negotiations Team Member

  
Greg Markee  
L302 Negotiations Team Member

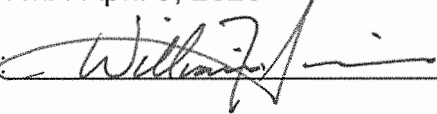
  
Steve Kegler  
L302 Negotiations Team Member

CERTIFICATION

I certify that the foregoing Agreement was ratified by the majority of the members of the bargaining unit present and voting at a properly called meeting on the 9<sup>th</sup> day of April, 2026.

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302

DATED: April 9, 2026

BY: \_\_\_\_\_

William T. Sims

District 6 Business Representative /IUOE, Local 302

## CERTIFICATION

I certify that the foregoing Agreement was ratified by the majority of the members of the Anchorage Assembly, at a properly called meeting on the 12<sup>th</sup> day of May 2026.

MUNICIPALITY OF ANCHORAGE

DATED: 06/25/2026 | 11:25:10 AM AKDT

BY:



ITS:

Jamie Heinz

Municipal Clerk

## Appendix A Municipality of Anchorage Driving Conviction Guidelines

The following is the minimum standard for consideration for Municipal positions that require driving in order to perform the essential duties of the position. "Consideration" is not a guarantee that the applicant will be forwarded for further review or selected for hire. In determining if an applicant's driving record is "acceptable," the examiner will use the date of conviction(s) and the date of the employment application.

| Category | Type of Conviction(s)                                      | Number of Convictions | 0 to 3 Years<br>(0 to 36 Months) | 4 to 5 Years<br>(37 to 60 Months) | 6 to 10 Years<br>(61 to 120 Months) | 11 Years & Beyond<br>(121 + Months) |
|----------|------------------------------------------------------------|-----------------------|----------------------------------|-----------------------------------|-------------------------------------|-------------------------------------|
| I        | DUI/DWI or Refusal to Submit to a Chemical Test            | 1                     | Not acceptable                   | Acceptable                        | Acceptable                          | Acceptable                          |
|          | DUI/DWI, Reckless, or Refusal to Submit to a Chemical Test | 2                     | Not acceptable                   | Not acceptable                    | Not acceptable                      | Acceptable                          |
|          | DUI/DWI, Reckless, or Refusal to Submit to a Chemical Test | 3 or more             | Not acceptable                   | Not acceptable                    | Not acceptable                      | Not acceptable                      |
| II       | Driving with a suspended, revoked, or cancelled license    | 1                     | Not acceptable                   | Acceptable                        | Acceptable                          | Acceptable                          |
| III      | Combination of category I and II                           | 2                     | Not acceptable                   | Not acceptable                    | Not acceptable                      | Acceptable                          |
|          | Combination of category I and II                           | 3 or more             | Not acceptable                   | Not acceptable                    | Not acceptable                      | Not acceptable                      |
| IV       | Other moving violations                                    | 3 or more             | Not acceptable                   | Acceptable                        | Acceptable                          | Acceptable                          |

The Human Resources Director retains the right to waive applicant disqualification based on the facts of the situation.

## APPENDIX B - Union Seniority Tie-Breaker

| Position Drawn | Last name Begins with | Seniority Award  |
|----------------|-----------------------|------------------|
| 1              | E                     | 1 <sup>st</sup>  |
| 2              | V                     | 2 <sup>nd</sup>  |
| 3              | G                     | 3 <sup>rd</sup>  |
| 4              | I                     | 4 <sup>th</sup>  |
| 5              | F                     | 5 <sup>th</sup>  |
| 6              | K                     | 6 <sup>th</sup>  |
| 7              | M                     | 7 <sup>th</sup>  |
| 8              | W                     | 8 <sup>th</sup>  |
| 9              | A                     | 9 <sup>th</sup>  |
| 10             | Z                     | 10 <sup>th</sup> |
| 11             | H                     | 11 <sup>th</sup> |
| 12             | Y                     | 12 <sup>th</sup> |
| 13             | X                     | 13 <sup>th</sup> |
| 14             | O                     | 14 <sup>th</sup> |
| 15             | T                     | 15 <sup>th</sup> |
| 16             | Q                     | 16 <sup>th</sup> |
| 17             | L                     | 17 <sup>th</sup> |
| 18             | U                     | 18 <sup>th</sup> |
| 19             | R                     | 19 <sup>th</sup> |
| 20             | C                     | 20 <sup>th</sup> |
| 21             | J                     | 21 <sup>st</sup> |
| 22             | B                     | 22 <sup>nd</sup> |
| 23             | P                     | 23 <sup>rd</sup> |
| 24             | D                     | 24 <sup>th</sup> |
| 25             | N                     | 25 <sup>th</sup> |
| 26             | S                     | 26 <sup>th</sup> |