

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1547

Subject: Collective Bargaining Agreement Extension

IBEW AA # 2020-01

This Agreement is between the Municipality of Anchorage (MOA) and the International Brotherhood of Electrical Workers Local 1547 (IBEW). The MOA and IBEW are parties to the Collective Bargaining Agreement (CBA) in effect as of February 28, 2017. The parties wish to amend the language in the CBA as outlined below.

Effective the first full pay period of 2020 of this agreement, language in Section 5.2 Wages Rates will be amended by the following:

Section 5.2 Wage Rates

- D. Effective the first full pay period of 2020, the hourly wage rates shall reflect an increase of one and two-tenths of a percent (1.2%).

Effective upon the first full pay period after Assembly approval of this Agreement, language in Section 5.10 Errors in Pay will be amended as follows:

Section 5.10 Errors in Pay

When an error is noted in the pay between the submitted timecard and paycheck of an employee covered by this Agreement and brought to the attention of the payroll supervisor, such errors shall be corrected on the next payroll cycle. In the event the error is substantial (over ten percent (10%) of gross wages for the affected pay period) or an employee emergency, such errors shall be corrected by the end of the next business day. If the Municipality fails to correct confirmed errors in pay as described above, the employee shall receive fifty dollars (\$50.00) for each additional day the error in pay remains uncorrected.

When changes in contract language require software configuration, the fifty (\$50.00) per day fee as described above shall be waived as follows;

- A. The MOA will have ninety (90) calendar days to make major software configuration changes due to contract language changes agreed to by the parties and retro pay to the employees as required.

- B. The MOA will have sixty (60) calendar days to make minor software configuration changes like wage increases and pension increases due to contract language changes agreed to by the parties and retro pay to the employees as required.

Once configuration changes have been made in the time periods described above the fifty (\$50.00) per day will apply every day until the payment is received.

Effective upon the first full pay period after Assembly approval of this Agreement, language in Section 6.1. C Municipal and Employee Contributions, Section 6.4.A Retirement and Section 12.1 Effective Date and Duration will be amended as follows:

Section 6.1.C Municipal and Employee Contributions

C. Municipal and Employee Contributions

Effective April 1, 2017, 2018, 2019, and 2020, the Municipality shall change the monthly medical contribution to the Alaska Electrical Health and Welfare Trust (rounded to the next dollar) for each eligible employee by the change in the Anchorage Medical CPI-U for the preceding year capped at ten percent (10%). The contribution amount shall not exceed the per employee cost of the Trust. The Union shall advise the Municipality of the pre-tax contribution (if applicable) amount that employees shall contribute per month to the Trust through payroll deduction.

Section 6.4 Retirement

A.1 Effective the first full pay period after Assembly approval of this Administrative Agreement the Municipality shall pay into the Alaska Electrical Pension Fund an amount of eight dollars and five cents (\$8.05) per hour for each hour for which compensation is paid by the Municipality.

Section 12.1 Effective Date and Duration

This Agreement will be effective from date of ratification by both parties as required by AMC 3.70.130A. This Agreement shall expire at midnight on December 31, 20192020.

Pursuant to AMC 3.70.130 D., each and every collective bargaining contract, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing in behalf of a party. The duly authorized representatives, on behalf of the parties to this Agreement, hereby affirm and certify as follows:

- A. This Agreement complies with Anchorage Municipal Code section 3.70.130.
- B. Section 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by section 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.

- D. Absent Assembly approval as required by section 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. Section 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor Agreement.
- F. Intentional actions in violation of section 3.70.130 are subject to fines and penalties under section 1.45.010.
- G. Remedial actions: in the event the provisions of section 3.70.130 are violated by administrative action, any labor Agreement, Agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.


IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

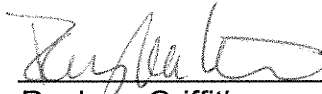
AGREED TO AND SIGNED FOR BY:

AGREED TO AND SIGNED FOR BY:

IBEW

MUNICIPALITY OF ANCHORAGE


_____ 2-27-2020
Dusty Menefee Date
Chief Shop Steward


_____ 2/27/2020
Raylene Griffith Date
Labor Relations Director