

# Summary of Changes to the CEA – State of Alaska 2025-2028 Collective Bargaining Agreement

| Article        | Change  |
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| All applicable | Housekeeping revisions – Removal of Labor Relations from Division of Personnel and Labor Relations and where applicable replaced by Department of Law or Attorney General or designee or Division of Finance or State.  |
| 1.3(B)(1-10)   | New - Authorizes on-call nonpermanent positions under the Agreement and provides terms and conditions of on-call nonpermanent positions, including entry salary step and the right to refuse work for personal or other reasons. Specifies that on-call nonpermanent personnel are not eligible for group health insurance, holiday pay, or leave accrual.  |
| 3.8            | Revised – Maximum time for new bargaining unit member orientation extended from fifteen (15) to thirty (30) minutes.  |
| 7.6(A-E)       | New – Additional meal breaks allowed in the following circumstances: a bargaining unit member works continuously for two (2) or more hours in addition to the normal shift, is recalled within two (2) hours of the end of the normal shift, or works an RDO or irregular schedule and works a minimum of ten (10) hours for that shift. To be paid, additional meal breaks must be claimed within thirty (30) calendar days from the end of the pay period in which it was earned. |
| 7.7            | Revised – Addition of June 19, Juneteenth, as a paid holiday.   |
| 7.15(1)        | Revised – Employees approved for a flexible time plan shall be eligible for flextime credits retroactive to forty (40) hours of work in the week instead of forty-two (42) hours.   |
| 8.3(A)         | Housekeeping revision changing “accord” to “accordance.”  |
| 8.4            | Revision – Employees may now use flextime credits before satisfying mandatory leave usage requirement if first satisfying the requirement would require the employee to go on leave without pay.  |
| 8.6            | Clarification – Employees who separate from State service shall receive a lump sum payment for all accrued unused personal leave within three (3) “business” days.  |
| 8.9            | Revision – New bargaining unit members shall have personal leave transferred to CEA Leave Bank in four (4) hour increments transferred over two (2) pay periods instead of one eight (8) hour transfer.   |
| 11.8           | Housekeeping revision – removes requirement that the parties convene a Labor Management Committee on or before August 31, 2022.   |
| 13.1(A)        | Effective July 1, 2025, wages shall be adjusted based on the US Department of Labor Consumer Price Index (CPI-U) for Anchorage and cost-of living adjustment (COLA) formula contained in Article 13.1(A).<br><br>As a <i>quid pro quo</i> for the COLA formula in Article 13.1(A), effective July 1, 2025, the wage scale in effect on July 1, 2024 shall increase by a total of three percent (3.0%), inclusive of the COLA effective July 1, 2025 under Article 13.1(A).          |
| 13.1(B)        | Effective July 1, 2026, wages shall be adjusted based on the US Department of Labor Consumer Price Index (CPI-U) for Anchorage and COLA formula contained in Article 13.1(B).<br><br>As a <i>quid pro quo</i> for the COLA formula in Article 13.1(B), effective July 1, 2026, the wage scale in effect on July 1, 2025 shall increase by a total of four percent (4.0%), inclusive of the COLA effective July 1, 2026 under Article 13.1(B).                                       |

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| 13.1(C) | Effective July 1, 2027, wages shall be adjusted based on the US Department of Labor Consumer Price Index (CPI-U) for Anchorage and COLA formula contained in Article 13.1(C).<br><br>As a <i>quid pro quo</i> for the COLA formula in Article 13.1(C), effective July 1, 2027, the wage scale in effect on July 1, 2026 shall increase by a total of four percent (4.0%), inclusive of the COLA effective July 1, 2027 under Article 13.1(C). If the COLA effective July 1, 2027 provides for an increase of greater than four percent (4.0%), no such increase will occur. |
| 13.7    | Revised – Rehire rights extended from two (2) years to five (5) years.  |
| 13.7    | Revised – Employee’s merit anniversary shall be following completion of one (1) year of service, removing language that merit anniversary date “be at the beginning of the pay period” following completion of one (1) year of service.   |
| 14.7    | New – Bargaining unit members may have reasonable use of State equipment to access, utilize, and review the health benefits plan at their work site.  |
| 18.1(B) | Revised – Language adjusted to account for annual evaluation launches versus evaluations on merit anniversary or pay increment dates.   |
| 20      | Revised – Language adjusted to clarify that Workplace Alaska shall be the sole recruitment process through which applicants apply.  |
| 20.2    | Revised – Language adjusted from recruitment “devices” to “methods or platforms.”   |
| 21.6(A) | Revised – The Employer has the right to analyze its operations for the purpose of identifying cost-saving opportunities and improved service.   |
| 21.6(B) | Revised – When considering contracting out services, the parties will meet to discuss the need to conduct a feasibility study. If parties cannot agree, a feasibility study shall be conducted. Decisions based in whole or in part to contract out for cost savings shall be made only after the affected agency has conducted a written feasibility study.  |
| 21.6(C) | Revised – Decisions to contract out resulting in the direct displacement of employees require thirty (30) days’ notice to the Union, which may then submit an alternate plan. During this period the Employer shall not release any bids.   |
| 21(D)   | Revised – No employees shall be laid off and their work contracted out without meeting provision 21.6(B).   |
| 21(E)   | New – Provisions of Article 21 do not apply in the event the work of all positions supervised by an employee is contracted out.   |
| 25      | Revised – Language adjusted explaining that the Agreement is the entire Agreement; prior to enacting a change to the terms and conditions contained in the Agreement the State will obtain a Letter of Agreement from the Union; the State will provide advance notice to the Union prior to enacting a change in any mandatory subject of bargaining not established by a specific provision of the Agreement; the Union shall have a reasonable time to make a statement of its views prior to any change implemented in the Personnel Rules.                             |
| 28      | Revised – Change of contract years to align with 2025-2028 agreement and removal of prior signature blocks to reflect new signatories.  |