

Summary of Changes to the PSEA DOT – State of Alaska 2026-2029 CBA

Article	Change
1.02 (E)	<u>Definitions (E)</u> 1. Add language to clarify for employees hired prior to July 1, 2026, the job class series is defined as Airport Police and Fire Officers 1-4. 2. Add language to clarify Job Seniority and Series Seniority definitions for employees hired on or after July 1, 2026. 3. Add language to clarify if a member is demoted for any other reason than discipline, they will keep all their job classification series seniority. 4. Add language that changes in #1 and #2 only apply to APFO 3 and 4 promotions. Procedures in 11.02 remain the same for APFO 1 and 2 promotions and lateral hires remain the same for classification seniority.
1.02(H)	<u>Holiday:</u> Add the nineteenth day of June, known as Juneteenth
2.4	<u>Union Representative and Board Members:</u> Housekeeping revisions: Change Division of Personnel to Department of Law Labor Relations and add Department of Law email address
10.01	<u>Grievance – Arbitration Procedure (General):</u> Strike out language regarding discussion and interpretation of applications of rules and regulations. Add language stating the union agrees providing information and detail is necessary for the process
10.02	<u>Grievance – Arbitration Procedure (Step 3 Grievance Entry):</u> Add language to specify the articles and sections the employer is alleged to have violated and the manner the violation occurred.
10.04	<u>Grievance – Arbitration Procedure (Steps):</u> Housekeeping revisions: Add Attorney General language, and add language to have Attorney General (or designee) meet with union within 10 days.
10.05	<u>Grievance – Arbitration Procedure (Arbitration):</u> Housekeeping revisions: Change Division of Personnel to Department of Law and add email address. A. <u>Arbitration Selection list:</u> Remove the 30-day deadline to agree on list of arbitrators. Remove the agreement to agree to list of 11 arbitrator names. Update to petition for a list of 7 arbitrators, who must be members of the National Academy of Arbitrators. Remove the agreement to strike names until 11 names remain. B. <u>Arbitration Selection Procedure:</u> Remove Arbitrator Selection List and update with FMCS panel.
11.01	<u>Definition of Classification Series:</u> Removed this section
11.03	<u>Classification Seniority:</u>

	Removed the first sentence about job classification seniority being considered all time worked within a job classification.
11.09	<u>Shift Assignment and Regular Days Off:</u> Add language to clarify job classification seniority.
14.02(B)	<u>Wages:</u> - 4.73% for first year of contract 07/01/26-06/30/27 - 1% increase for 07/01/2027-06/30/2028 - 6% increase for 07/01/2028-06/30/2029
14.02(B)4	<u>Assigned training Pay:</u> Remove paragraph A and C. Update paragraph B to reflect members will be paid eighty (80) hours for every fourteen (14) day work period at their straight time hourly rate of pay.
14.06	<u>Holidays:</u> Revised language to provide members who work the holiday are paid at a premium rate for all hours worked (up to their scheduled work hours) as well as straight time pay for the scheduled work hours.
14.07	<u>FTO/WC Differential</u> Add language to clarify APFO 2 or 3 shall receive the watch commander (WC) pay differential. Members that are promoted into the APFO 4 position prior to July 1, 2026, may receive the 5% WC pay differential if they remain in that position.
14.16	<u>Investigator and APFOP Training Officer Assignments</u> Remove this article
Appendix C	<u>24 hour Schedule:</u> Add language where members who work the holiday are paid at a premium rate for 8 or 12 hours worked as well as straight time for any remaining time worked that day.