

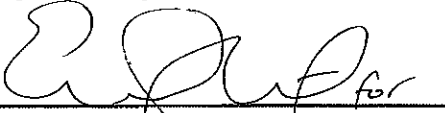
LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
ALASKA STATE EMPLOYEES ASSOCIATION
representing the
GENERAL GOVERNMENT UNIT

17-GG-140
Addendum

Re: Administration of Furloughs

1. To establish an option as an alternative to furloughs for employees who are contemplating retirement in the near future, the State of Alaska (State) and the Alaska State Employees Association (ASEA), agree to modify the rules pertaining to the administration of furloughs as follows:
 - a. The parties recognize that administration of furloughs may impact the pension benefit calculations of employees preparing for retirement during the term of the collective bargaining agreement. Specifically, the calculation of an employee's highest three years of earnings would be affected by unpaid days during the final three years of employment.
 - b. To allow such employees to avoid the negative impact on the calculation of earnings, bargaining unit members who as of July 1 of each year of the collective bargaining agreement would be eligible to retire within five years, based on the applicable early or normal retirement criteria for their pension plan tier, may elect to forfeit 22.5 hours of accrued Personal Leave to negate the obligation to take 15.0 unpaid furlough hours for that year.
3. This Letter of Agreement shall be effective upon a vote by the Alaska Public Employees Association Supervisory Unit ratifying the Proposed APEA-SU CBA.

FOR THE STATE OF ALASKA:

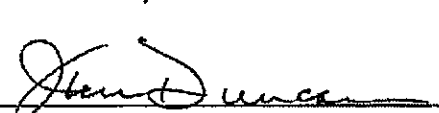


Kate Sheehan, Director
Division of Personnel & Labor Relations
Department of Administration

10/6/16

Date

FOR ASEA/AFSCME Local 52:



Jim Duncan
Executive Director

10/5/2016

Date