

2019 – 2022 ASEA/City and Borough of Sitka Tentative Agreement Reference Table

ARTICLE	CHANGE/NO CHANGE
Preamble	No change
Article 1 – Recognition	No change
Article 2 – Union Representation and Activities	No change
Article 3 – Union Security	Added rights of new hires to receive union information from stewards. Recognition of contract between employee and union.
Article 4 – Management Rights	Housekeeping change “relieve” to “layoff” in 4.E.
Article 5 – No Strike and No Lockout	No change
Article 6 – Non-Discrimination	Added new language to ensure respectful workplace.
Article 7 – Labor-Management Committee	No change
Article 8 – Personnel Files	No change
Article 9 – Vacancies	No change
Article 10 – Discipline and Discharge and Resignation	No change
Article 11 – Probationary Periods	No change
Article 12 – Grievance Arbitration	Removed language requiring the use of USPS mail to file or advance grievances. Changed process to select arbitrator.
Article 13 – Miscellaneous Provisions	Title changed, amended to reflect updated personnel policies.
Article 14 – Safety and Health	Amended to reference updated safety policy.
Article 15 – Occupational Injury	No change
Article 16 – Drug-free and Alcohol-free Workplace	Amended to reflect legalized status of marijuana. Addition of reference to the Drug-Free and Alcohol-free Workplace Policy.
Article 17 – Layoff	Improvement to Layoff procedure and rights of laid-off employee.
Article 18 – Hours, Overtime, Premium Pay, Shifts and Breaks	Standby pay rate raised from \$3.50 to \$4 per hour. Shift differential pay raised from \$1 to \$1.50 per hour for Evening Shift, and from \$1.50 to \$2 per hour for Night Shift.
Article 19 – Holidays	No change
Article 20 – Time Off	No change
Article 21 – Travel	No change
Article 22 – Working Out of Job Classification	No change
Article 23 – Wages	Wage increases effective: July 1, 2019 2.5% (retroactive) July 1, 2020 2.5% July 1, 2021 2.5%
Article 24 – Health Insurance	Removed reference to 2009 health insurance benefits.
Article 25 – Retirement	No change
Article 26 – Education Reimbursement	No change
Article 27 – Contracting Out	No change
Article 28 – Savings Clause	No change
Article 29 – Zipper Clause	No change
Article 30 – Duration	July 1, 2019 through June 30, 2022.