

Dear ASEA Member,

Your co-workers who served on the Contract Negotiating Committee (CNC) bargained with the City & Borough of Sitka to arrive at a Tentative Agreement (TA) that 1) balances contract improvements with employer priorities and 2) preserves the value of your labor versus the rising cost of living. The CNC thanks the membership for their input during negotiations and recommends that members ratify the TA covering July 1, 2025, through June 30, 2028.

Retroactive to July 1, 2025 wages will increase 3% for a Cost-of-Living Adjustment (COLA). The CNC negotiated a +2.5% COLA to wages in the second year of the contract and a +2.5% COLA to wages in the third and final year of the contract. A second merit step (+2.5%) will take place in the third year on each employee's anniversary of hire. The CNC succeeded at restoring a schedule of merit step increases every other year for all employees, contingent on acceptable performance evaluation. In addition, in the first year of the contract all employees will receive a \$500 lump sum payment on their next regular payday retroactive to July 1, 2025.

The CNC evaluated the City's wage study and through multiples cycles demonstrated that the study called for the adjustment of several job classes. The CNC was able to secure grade increases for four job classes.

The CNC negotiated fair wages and contract improvements that stand to benefit all members of the unit while compromising with the employer on monetary terms that are expected to be approved by the Assembly. Considering the current fiscal climate and the positive gains throughout the new agreement, the CNC recommends that you vote YES in support of ratifying the TA.

Below is the Summary of Gains and Losses as required by ASEA Policy and Procedures 20.02.000 C. This summary highlights the changes that were made to your current contract. Please review this statement closely to understand all the changes that were made to your current contract. The exact language of the TA can be viewed at the ASEA/AFSCME Local 52 website (www.afscmelocal52.org). You can also contact a CNC member or union staff to review a printed copy of the TA.

ASEA CBS Chapter Contract Negotiating Committee

Margot O'Connell
Dale Welty
Brian Doyle
Tom Climo
Angie Schieler

Visit our CNC page on our website at the following link:

<https://www.afscmelocal52.org/leadership/committees/city-of-sitka-contract-negotiating-committee>

ASEA Staff (Juneau)

Lizzie Solger, ASEA Business Agent
Reber Stein, ASEA Information Officer

See more information about our office on our website at the following link:

<https://www.afscmelocal52.org/our-union/union-offices/juneau-office>

GAIN: The following articles have contract language that is an improvement from the current contract language.		
Article	Article Title	Remarks
9	Vacancies	Provide for electronic notification of position opening
14	Safety and Health	Expand process for Employees to respond to unsafe working conditions
16	Hours of Work and Breaks	\$35 penalty pay to employees for temporary shift change and \$50 if less than 24 hours-notice
23	Training and Education	Re-title and expand language to account for a wider variety of situations
20	Wages	COLA increases of 3%, 2.5%, 2.5% in years one, two and three, respectively, and a \$500 lump sum payment in year one.
LOSS: The following articles have contract language that is not as favorable as the current contract.		
11	Probationary Periods, Evaluations, and Anniversary Dates	New performance evaluation process and defined anniversary dates.
NEUTRAL: The following articles have maintained the status quo. There has been no change in language or new language has been added to clarify intent or process.		
1	Recognition	No change
2	Union Representation and Activities	Clarifications to notification timelines and business leave contribution process
3	Union Security	No change
4	Management Rights	No change
5	No Strike No Lockout	No change
6	Non-Discrimination and Workplace Professionalism	No change
7	Labor- Management Committee	Small procedural change to notice recipient
8	Personnel Files	Expand access to documents kept in personnel files
10	Discipline and Discharge and Resignation	Housekeeping item
12	Grievance Arbitration	No change
13	Personnel Policies Handbook	Changes to notification of amendments process
15	Layoff	Changes to layoff units and matrix placement on return from layoff
17	Holidays	Clarifying 10 holidays including MLK day
18	Time Off	Clarification of mandatory leave, cash-out, and sick leave
19	Job Classification Review	Move pay language to Article 20-Wages
21	Health Insurance	Continue with the Employer's group health plan 90%/10% split
25	Retirement	No change
26	Zipper Clause	No change
27	Duration	3-year term