

# **Summary of Changes for 2023 KBEA Agreement**

Changes to the Agreement are summarized by the Article below. The accompanying Tentative Agreement includes track changes so the reader can readily identify the specific changes.

## **ARTICLE 1 - RECOGNITION**

No changes.

## **ARTICLE 2 - DEFINITION OF TERMS**

Clarification of the term "Bargaining Unit"

Clarification of the term "Call Back"

Addition of the term "Division"

Addition of the term "Payroll year"

## **ARTICLE 3 - TEMPORARY EMPLOYEES**

No changes.

## **ARTICLE 4 - NONDISCRIMINATION**

No changes.

## **ARTICLE 5 - ASSOCIATION ACTIVITIES**

No changes.

## **ARTICLE 6 - MANAGEMENT RIGHTS**

No changes.

## **ARTICLE 7 - SECURITY OF THE PARTIES**

It is proposed that KBEA representative will meet with Association eligible new hires/transfers on same day as on-boarding process.

## **ARTICLE 8 - STRIKE/LOCKOUT**

No changes.

## **ARTICLE 9 - PROTECTION OF RIGHTS**

No changes.

## **ARTICLE 10 - LEGAL ASSISTANCE**

No changes.

## **ARTICLE 11 - NEPOTISM**

Proposed clarification to this article to include that there may not be less than two (2) levels of supervision between family members in the same division or shift as part of their regular responsibilities.

## **ARTICLE 12 - HOURS OF WORK**

Proposed removal of language specifying 911 dispatchers bid shifts with the inclusion of any State Employees as this no longer applies.

Clarification on 40-hours calculation

Removed unnecessary date reference to January 1, 2014

## **ARTICLE 13 - EMPLOYEE RECORDS**

No changes.

## **ARTICLE 14 - PROBATION PERIOD**

No changes.

## **ARTICLE 15 - ANNIVERSARY DATE**

No changes.

#### ARTICLE 16 - PERFORMANCE EVALUATIONS

Proposed changes included, but not limited to that annual evaluations will be required per Borough policy and Performance Improvement Plans have been replaced with Employee Success Plans. These Employee Success Plan follow the same structure as the previous Performance Improvement Plans, but they are not part of any progressive disciplinary action and will mostly be utilized during a new hires Probationary period.

#### ARTICLE 17 - MERIT PRINCIPLES

No changes.

#### ARTICLE 18 - PROMOTION, TRANSFER, DEMOTION

It is proposed that all transfer requests must be reviewed and approved by the Human Resources Director.

#### ARTICLE 19 - SENIORITY

No changes.

#### ARTICLE 20 - LAYOFF AND RETURN RIGHT

No changes.

#### ARTICLE 21 - RESIGNATION/TERMINATION

No changes.

#### ARTICLE 22 - JOB DESCRIPTIONS

No changes.

#### ARTICLE 23 - JOB CLASSIFICATIONS AND PAY PLAN

Proposed changes include:

Changes to the wage schedule, with increases of 6%, 3%, and 3% for FY24, FY25 and FY26 respectively.

Clarification of Professional or Licensure Pay as 7%

Re-structuring of 56-hour employee pay structure that clarifies and simplifies the advancement process, removed stacking of rates and removed reference to pay matrix as mechanism for implementing.

EMT III, Dive Rescue, Technical Rescue and Fire Investigators pay increase from 2.6% to 3%

#### ARTICLE 24 - PAY PRACTICES

It is proposed that when an employee voluntarily resigns, they will receive their final pay check/pay by the next regular pay day, which is consistent with Alaska State Law

#### ARTICLE 25 - DISCIPLINE

No changes.

#### ARTICLE 26 - GRIEVANCE/ARBITRATION PROCEDURE

Proposed changes to the timing between the grievance steps in the grievance process.

Proposed change requiring grievances be filed through an Employee Representative or APEA staff member.

#### ARTICLE 27 - TRAINING

No changes.

#### ARTICLE 28 - SAFETY, TRAINING, EQUIPMENT

Proposed changes are such that an employee working in designated areas (Solid Waste, Maintenance, etc.) shall be responsible for the purchase and maintaining of appropriate clothing. With this change comes a proposed increase of the clothing allowance from \$8 to \$16 offset by the cost of borough time previously spent requesting, ordering, tracking and distributing work cloths.

#### ARTICLE 29 - OVERTIME, STANDBY, CALLBACK, SHIFT ASSIGNMENTS

Proposed housekeeping changes, clarification on call back pay and specifications to determine meal allowance eligibility.

#### ARTICLE 30 - LEAVE AND HOLIDAYS

Proposed housekeeping changes and clarification on leave hours cash-in payout timing.

#### ARTICLE 31 - INSURANCE, RETIREMENT

Proposed changes to this article include, but are not limited to:

Addition of life insurance coverage table, coverage already currently provided this provides details.

HSA and HRA deposits will be prorated and distributed monthly.

Medical and prescription deductibles have been combined with \$2,000 for individuals and \$4,000 for a family.

Max out-of-pocket amounts for medical and prescriptions have been combined and increased to \$5,500 for individuals and \$9,000 for family.

Effective July 1, 2023 participants will no longer be required to utilize mail-in prescriptions.

#### ARTICLE 32 - PHYSICALS

No changes.

#### ARTICLE 33 - REIMBURSABLE EXPENSES

Proposed changes include:

Increase of overnight commercial lodging to \$125 per night from April through September and \$100 per night from October through March. Previous amount was \$70 and \$90 dependent upon availability of commercial lodging.

Meal allowance increases:

Breakfast - \$11 increased to \$13

Lunch - \$15 increased to \$18

Dinner - \$25 increased to \$28

56-hour employees will receive a \$120 meal allowance each month. This replaces the \$8.50 per shift worked.

#### ARTICLE 34 - ARTICLE OUTSIDE EMPLOYMENT

No changes.

#### ARTICLE 35 - BLANK

No changes.

#### ARTICLE 36 – SAVINGS CLAUSE

No changes.

#### ARTICLE 37 - PRINTING

Proposed title of this article "Publication of the Agreement"

Per their request, each current and new bargaining unit member will receive a printed copy of the agreement.

#### ARTICLE 38 – CONCLUSION OF COLLECTIVE BARGAINING

No changes.

#### ARTICLE 39 – SUPERSEDING EFFECT OF THIS AGREEMENT

No changes.

#### ARTICLE 40 – DURATION OF THIS AGREEMENT

Proposed housekeep updates.

#### APPENDIX "A"

Housekeeping changes clarify the current employees in the Appendix A.

#### APPENDIX "B"

Proposed wage scale based on proposed wage increases.

## APPENDIX "C"

Proposed removal of 5 minute time limit for firefighters assessment.