



**Tentative Agreement
University of Alaska and Local 6070**

EXECUTIVE SUMMARY

Alaska Higher Education Crafts and Trades Employees (Local 6070) represents 253 maintenance and skilled crafts and trades employees primarily at the main campuses. The previous contract between the University and Local 6070 expired December 31, 2010.

The University and Local 6070 reached a tentative 2-year collective bargaining agreement (CBA) on March 4, 2011. If accepted, the CBA will be in force between January 1, 2011 and December 31, 2012. The ratification vote by the membership of Local 6070 is expected to be finalized by April 8, 2011. The University administration recommends approval of the agreement by the Board of Regents.

University Interests and Governing Principles:

The following principles and goals guided UA's approach to bargaining with Local 6070:

- Control personnel costs, particularly through a more moderate compensation package than the previous agreement.
- Preserve the advances made in the previous agreement in market competitiveness.
- Control overtime expense.
- Control rising health care costs.
- Establish length of contracts that do not cause all of UA's CBAs to expire simultaneously.

The January 1, 2011 – December 31, 2012 agreement includes the following provisions:

Material economic terms

- An annual across-the-board increase to eligible bargaining unit members of 1.00% in year one and 1.65% in year two of the contract.
- Eligible bargaining unit members (those not already at the top step) will receive a one (1) step increase in each year of the contract. Steps are awarded in December 2011 and 2012.
- The education benefit ("tuition waiver") mirrors UA Regulations in anticipation of pending changes.
- Modified two provisions resulting in a reduction of overtime expense.

- Prior agreements provided for a lump sum retention payment to bargaining unit members for employment from one period to another. This agreement does not include a similar bonus.
- The provision bargained in previous contracts and preserved in this agreement will continue to allow the University to determine health plan design changes after formal recommendations are received from the Joint Health Care Committee.

Significant non-economic terms

- Gained additional flexibility to utilize casual workers;
- Clarified the process for contracting out bargaining unit work;
- Addressed union concerns regarding bargaining unit members who travel to remote sites to conduct preventive maintenance or facilities projects;
- Negotiated implementation of a performance evaluation process;
- Revised the Position Review Form.