



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 72-2017

Meeting Date: January 24, 2017

1 **FROM: MAYOR**

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3 **SUBJECT: A RESOLUTION RATIFYING A COLLECTIVE BARGAINING**
4 **AGREEMENT BETWEEN THE MUNICIPALITY OF**
5 **ANCHORAGE AND THE INTERNATIONAL**
6 **BROTHERHOOD OF ELECTRICAL WORKERS LOCAL**
7 **1547.**
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10 The Municipality of Anchorage (MOA) and the International Brotherhood of Electrical
11 Workers Local 1547 (IBEW) reached tentative agreement on a collective bargaining
12 agreement (CBA) which was subsequently ratified by the IBEW membership on
13 January 6, 2017. It is attached as Exhibit A.
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15 The proposed CBA contains economic changes as well as language changes
16 generally consistent with other union agreements and the personnel rules, within
17 the MOA Administration's direction and within the general direction established
18 by the Assembly, particularly regarding economic guidelines. The following are
19 key provisions of the proposed CBA:
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- 21 • The new three (3) year CBA term expires December 31, 2019.
- 22 • Wage increase 1.5% yearly for 2017, 2018, and 2019.
- 23 • The MOA benefit contribution to the Union's Health Insurance Trust is
24 currently \$1812.00. The MOA benefit contributions will increase as
25 follows:
 - 26 ○ April 1, 2017, 2018, and 2019, the MOA contribution will
27 increase by Anchorage Medical CPI-U for the previous year
28 capped at 10%.
- 29 • The MOA pension contribution to the Union's Pension Fund will
30 increase as follows:
 - 31 ○ First full pay period after Assembly approval \$.10 increase to
32 \$7.85.
 - 33 ○ January 2018 \$.10 increase to \$7.95.
 - 34 ○ January 2019 \$.5 increase to \$8.00.
- 35 • First full pay period after Assembly approval the MOA will increase
36 Money Purchase contributions 2017 from 1.8% to 1.9%.

- Changed guarantee relief to pay overtime if they are required to work without relief until they get the 10 hour relief.
- Gave additional hours for generation overtime equalization due to 12 hour schedules.
- Incorporated Letters of Agreement (Administrative Agreements) to CBA which gave ability to mutually agree to schedule changes, change premium pays to pay enhancements, added language for swing shift in operations, and cleaned up meal period language.
- Clarified language in leave cash-out provisions for consistency purposes.
- Clarified language in Holiday and Leave Articles for consistency and compliance with law.

The overall average annual cost of the contract is 1.67%.

THE ADMINISTRATION RECOMMENDS RATIFICATION.

Prepared by:	Misti L. Vignola, Labor Relations Director
Approved by:	Karen H. Norsworthy, Acting Director, Employee Relations
Concur:	William D. Falsey, Municipal Attorney
Concur:	Lance Wilber, OMB Director
Concur:	Robert E. Harris, CFO
Concur:	Michael K. Abbott, Municipal Manager
Respectfully submitted:	Ethan A. Berkowitz, Mayor