



Alaska Department of Transportation & Public Facilities

AMHS Employee & Labor Relations Overview

July 8, 2020

Our mission is to *Keep Alaska Moving* through service and infrastructure.



Presented by:

Kate Sheehan, Director
Division of Personnel & Labor Relations
Department of Administration

Matt McLaren, Marine Transportation Services Manager
Alaska Marine Highway System
Department of Transportation & Public Facilities

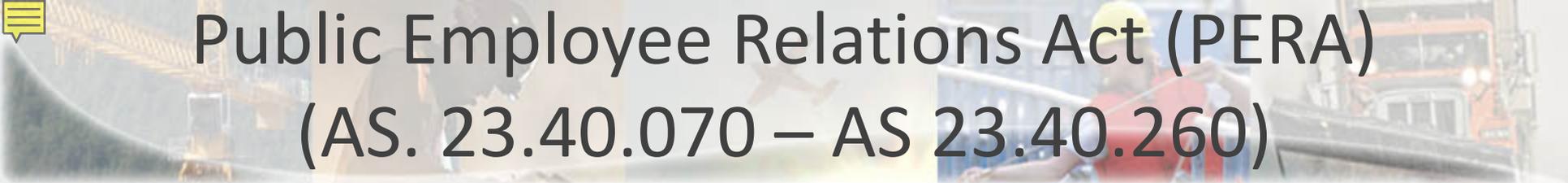
Dana Phillips, HR Manager
Division of Administrative Services
Department of Transportation & Public Facilities

Shanna Burns, Asst. HR Manager
Division of Administrative Services
Department of Transportation & Public Facilities



Broad Overview

- Labor Relations – statutory & regulatory authority
 - PERA, ALRA, authorities, unions, bargaining, grievances
- Merit vs Seniority
- Staffing, overtime, travel, COLD
- Considerations



Public Employee Relations Act (PERA) (AS. 23.40.070 – AS 23.40.260)

Declaration of Policy (in part)....

- (1) recognizing the right of public employees to organize for the purpose of collective bargaining;
- (2) requiring public employers to negotiate with and enter into written agreements with employee organizations on matters of wages, hours, and other terms and conditions of employment;
- (3) maintaining merit-system principles among public employees. (§ 2 ch 113 SLA 1972)



Rights of Public Employees (AS 23.40.080)

Public employees may self-organize and form, join, or assist an organization to bargain collectively through representatives of their own choosing, and engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection. (§ 2 ch 113 SLA 1972)



Alaska Labor Relations Agency (ALRA) (23.05.360 – AS 23.05.390)

- Administers PERA and the labor provisions of the Alaska Railroad Corporation Act pertaining to collective bargaining for public employers, including the state, municipalities, boroughs, university, school districts and their employees in Alaska.
- Conducts elections to certify or decertify employee representatives; hears unfair labor practice charges brought by employers, unions, or individuals; determines appropriate bargaining units; and enforces collective bargaining agreements.



Governance

- What would change under different governance structure
- Governed by public relations act
 - AGDC model
 - Railroad model
 - AHFC model
 - ASMI model



How Bargaining Works

- Authority
 - DOA Commissioner to DOPLR Director
- Labor Relations
- Types of bargaining
 - Pattern bargaining

MMP BU Profile – June 2019

Bargaining Unit Established - 1880

Size:

82 PFT Bargaining Unit Members

142 PFT Positions

82 Total Bargaining Unit Members

142 Total Positions

Average Monthly Pay for Permanent Full-Time Members:

\$ 7,218.34

Average Yearly Pay for Permanent Full-Time Members:

\$ 86,620.08

Total Overtime for All Members:

\$ 985,153.03

Total Gross Pay for All Members:

\$ 9,917,731.22

Average Monthly Employer Benefits for Permanent Full-Time Members:

\$ 4,064.78

Average Yearly Employer Benefits for Permanent Full-Time Members:

\$ 48,777.36

Average Percent of Employer Benefits for All Members:

67%

Average Age of All Members:

44

Average Years of State Service for Members in Retirement Plans:

13.04

MMP Demographics

- Average Age – 44.0 Years
- Average State Service - 13.21 Years
- Workforce Profile – 2019 Retirement Projections:

Job Cass Title	Employee Count	Less than 1 Year	% Less than 1 Year	Between 1 & 5 Years	% Between 1 & 5 Years	More than 5 years	No Retirement Date Available
CHF MATE 04/03	18	1	5.6%			8	9
MASTER 01/02	19	6	31.6%	2	10.5%	10	1
SECOND MATE 06/13	16	2	12.5%			6	8
THIRD MATE 07/14	27	2	7.4%	3	11.1%	5	17



MEBA BU Profile

Bargaining Unit Established - 1875

Size:

**85 PFT Bargaining Unit Members
85 Total Bargaining Unit Members**

**133 PFT Positions
133 Total Positions**

Average Monthly Pay for Permanent Full-Time Members:

\$ 7,018.28

Average Yearly Pay for Permanent Full-Time Members:

\$ 84,219.36

Total Overtime for All Members:

\$ 451,424.68

Total Gross Pay for All Members:

\$ 9,277,651.33

Average Monthly Employer Benefits for Permanent Full-Time Members:

\$ 2,739.59

Average Yearly Employer Benefits for Permanent Full-Time Members:

\$ 32,875.08

Average Percent of Employer Benefits for All Members:

49%

Average Age of All Members:

47

Average Years of State Service for Members in Retirement Plans:

8.80

MEBA Demographics

- Average Age – 49.8
- Average State Service – 8.79 Years
- Workforce Profile – 2019 Retirement Projections

Job Class Title	Employee Count	Less than 1 Year	% Less than 1 Year	Between 1 & 5 Years	% Between 1 & 5 Years	More than 5 years	No Retirement Date Available
CHF ENGINEER 10/11	18						18
FIRST ASST ENGINEER 15/16	16						16
SECOND ASST ENGINEER 18/19	14						14
THIRD ASST ENGINEER 21/22	17					1	16

NOTE: MEBA Pension Plan



IBU BU Profile

Bargaining Unit Established - 1962

Size:

440 PFT Bargaining Unit Members

924 PFT Positions

440 Total Bargaining Unit Members

924 Total Positions

Average Monthly Pay for Permanent Full-Time Members:

\$ 4,728.05

Average Yearly Pay for Permanent Full-Time Members:

\$ 56,736.60

Total Overtime for All Members:

\$ 4,606,463.32

Total Gross Pay for All Members:

\$ 28,466,053.45

Average Monthly Employer Benefits for Permanent Full-Time Members:

\$ 2,699.07

Average Yearly Employer Benefits for Permanent Full-Time Members:

\$ 32,388.84

Average Percent of Employer Benefits for All Members:

66%

Average Age of All Members:

47

Average Years of State Service for Members in Retirement Plans:

8.20

IBU Demographics

- Average Age – 47.4
- Average State Service – 8.18 Years
- Workforce Profile -2019 Retirement Projections

Job Class Title	Employee Count	Less than 1 Year	% Less than 1 Year	Between 1 & 5 Years	% Between 1 & 5 Years	More than 5 years	No Retirement Date Available
A/B BOSN 34/35	15	3	20.0%	1	6.7%	9	2
ABLE SEAMAN 37/36	53	7	13.2%	8	15.1%	14	24
ASST SECOND COOK 69/95	8	1	12.5%		0.0%	2	5
CASHIER/GIFT SHOP OPER 72/73	7	2	28.6%		0.0%	2	3
CHF COOK 66/63	10	2	20.0%	5	50.0%	2	1
CHF PURSER 25/26	15	8	53.3%	2	13.3%	4	1
CHF STEWARD 61/62	14	5	35.7%	3	21.4%	5	1
JUNIOR ENGINEER 53/32	15	2	13.3%		0.0%	4	9
MESS STEWARD 77/97	10	4	40.0%		0.0%	1	5
OILER 56/27	32	2	6.3%	1	3.1%	4	25
ORDINARY SEAMAN 45/44	42	4	9.5%	5	11.9%	6	27
ORDINARY SEAMAN PORTER 48/49	14	1	7.1%	1	7.1%	6	6
SECOND COOK 67/94	11	1	9.1%		0.0%	4	6
SENIOR ASST PURSER 28	6	2	33.3%		0.0%	2	2
STEWARD 81/17	141	4	2.8%	3	2.1%	9	125
WIPER 60/59/33	10	1	10.0%	1	10.0%	2	6

Grievance Overview - FY19

	MMP	MEBA	IBU
Grievances Filed	9	9	62

Examples of Grievances

- Pay related
- Dispatch related
- Contract interpretation
- COLD
- Discipline/just cause



Merit System vs Seniority System

- Merit
 - Appoint/Promote based on qualifications, competency and performance
 - Pay for performance
- Seniority
 - Increases/job placement/bids based on seniority



Staffing Considerations

- Manning requirements and minimum levels
 - Coast Guard COI – what they say
 - What other services AMHS considers
 - Passenger levels
 - Master input
 - Food service/stateroom services
 - Negotiated levels/positions
 - Number/position types by vessel
- Strong seniority system
- Seasonality

Annual Comparison – FY19

	MMP	MEBA	IBU
Salary	\$ 5.4M	\$ 5.0M	\$ 27.3M
Overtime	\$1.2M	\$ 0.9M	\$ 7.5M
COLD	\$ 0.8M	\$ 0.7M	***
Misc – All other Pay Codes	\$ 7.3M	\$ 6.1M	\$ 10.9M

Miscellaneous includes (but not limited to): Sick Leave, Personal Leave, Travel Pay (not including per-diem, lodging, airfare), minimum guarantee, late arrival, longevity pay, uniform allowance, health insurance, SBS, PERS, MEBA pension.

Total Travel (airfare, lodging, per-diem): 2.4M

*** IBU cost of living is bargained within their hourly wage vs flat rate:

- Hourly rate is compounded
- Steward Example: Resident: \$24.09 per hour, overtime is \$36.14. Non-resident \$20.59, OT 30.89. \$20.00. Difference in straight-time wages is approximately \$200 per pay period.
- MEBA & MMP – flat rate



Overtime

- Minimum daily overtime of 1 or 2 hours.
 - Example: Employee is called back for 15 minutes connected to their regular hours worked, they receive 1 hour of OT
- Holdover
 - An employee is normally held over for a full assignment, which is either 1 or 2 weeks.
 - Examples: replacement became UFFD or no-show; no availability/short staffed
 - Result is 84 or 168 hours of overtime.
 - Example: Captain held over for 2 weeks
 - 168 hours x \$73.83 = \$12,403.44 in 2 weeks of holdover pay



Travel Pay

- Min 4 hours, Max of 12 hours X hourly rate in a 24 hour period.
- Issues with seniority and travel
 - Example: Need in JNU, most senior employee change port in KTN - AMHS must purchase airline tickets to and from KTN and JNU. Does not include any lodging or per-diem that maybe due.
 - 4 hours x Steward rate of pay at 24.09 and hours that = roughly \$100 for the minimum of 4 hours. Most flights, with check in time, etc. can easily end up being over the minimum of 4 hours.



Cost of Living Differential (COLD) (AS 23.40.210)

CHALLENGES WITH COLD

- Enacted in 1972 – statute is antiquated
- Compares “Alaska” to “Seattle, Washington”
 - Where in Alaska are we comparing to Seattle?
 - Issues Geographic Differential vs COLD
- Statute requires state residency *and* primary place of abode under AS 01.10.55
 - Issues with determining primary place of abode.
- Allowable absences under AS 43.23.008 – PFD Statute
- Statutory definitions vs CBA language vs arbitration decisions



Considerations

- Review/negotiate change through bargaining
 - 2x2 schedules
 - OT provisions
- Change or eliminate COLD statute through legislation
- Bargaining
 - Unable to meet timely agreements with unions resulting in bargaining over multiple years
 - Legislative powers on monetary terms of agreements



Thank You