

1 By: Bryce J. Ward, Mayor
2 Introduced: 06/10/2021
3 Advanced: 06/10/2021
4 Adopted: 06/24/2021
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6 FAIRBANKS NORTH STAR BOROUGH

7
8 RESOLUTION NO. 2021 – 23
9

10 A RESOLUTION RATIFYING THE MONETARY TERMS OF THE NEGOTIATED COLLECTIVE
11 BARGAINING AGREEMENT BETWEEN THE ALASKA STATE EMPLOYEES ASSOCIATION
12 AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 52,
13 AFL-CIO AND THE FAIRBANKS NORTH STAR BOROUGH
14

15 WHEREAS, The Fairbanks North Star Borough (Borough) has reached a
16 tentative three-year agreement (Fiscal Year 2022 through Fiscal Year 2024) with the
17 Alaska State Employees Association American Federation of State, County and Municipal
18 Employees, Local 52, AFL-CIO (ASEA); and
19

20 WHEREAS, Although the monetary terms are ultimately subject to funding
21 through assembly appropriation, FNSBC 2.32.490 requires the assembly to vote to either
22 ratify or reject the monetary terms of a proposed labor agreement; and
23

24 WHEREAS, Financial impacts of this agreement for FY22 were estimated
25 and included in the existing FY22 budget; and
26

27 WHEREAS, The agreed upon terms of the ASEA contract include the
28 following monetary terms that are significant and/or differ from the previous contract:
29

30 Require Union to indemnify and hold the Borough harmless against any claims,
31 loss and/or damages arising from the Borough's deduction and distribution of dues
32 pursuant to the terms of the signed Union Deduction authorization form.
33

34 Change the time to submit a dismissal grievance from five to 15 working days.
35

36 Change effective date for health plan changes as required by law to the beginning
37 of the contract, 7/1/21.
38

39 Exclude specialty medications from the Out of Pocket (OOP) maximum and
40 implement a separate specialty OOP maximum of \$2,000 per individual.
41

42 Implement Caremark's Compound Management Program. (Effective 1/1/22)
43

44 Implement the Caremark Retail 90 option to allow participants to obtain a 90-day
45 supply of non-specialty medication at retail pharmacies. (Effective 1/1/22)
46 Require use of CVS Specialty Pharmacy for specialty medications, and implement
47 the Specialty Copay Card Program. (Effective 1/1/22)

48
49 Vision - Increase frame allowance from \$90 to \$120. (Effective 1/1/22)

50
51 Retain current biweekly health payroll deductions for FY22, for employee only
52 increase by \$10 per pay period in FY23 and \$5 per pay period in FY24. (Pay Period
53 Amounts: FY22 \$125, FY23 \$135, FY24 \$140). Add contingency language that
54 waives the deductible increases in FY23 and FY24 if budgeted health decreases by
55 7% or more from prior year.

56
57 Retain current biweekly health payroll deductions for FY22, for employee+family
58 increase by \$15 per pay period in FY23 and \$10 per pay period in FY24. (Pay
59 Period Amounts: FY22 \$155, FY23 \$170, FY24 \$180). Add contingency language
60 that waives the deductible increases in FY23 and FY24 if budgeted health
61 decreases by 7% or more from prior year.

62
63 Retain current dental/vision/audio \$10 biweekly payroll deductions for FY22,
64 increase to \$12 in FY23 and \$15 in FY24.

65
66 Increase spousal opt-out from \$200 per pay period to \$250 per pay period effective
67 7/1/21.

68
69 Increase Labor Management Committee by 2 (One APEA, One Management) for a
70 total of 10 representatives; the Borough and APEA will be responsible for paying
71 for training for the added members.

72
73 Increase annual wellness funding from \$50,000 to \$75,000.

74
75 COLA - 0 for FY22, For FY23 and FY24, minimum of 0.5% and a maximum of 3.0%
76 (based upon DOL CPI for Urban Alaska (Annual Average)).

77
78 Add hyperinflation language that if CPI is more than 2.0% over the established
79 cap of 3.0%, additional COLA will be granted in the amount that exceeds the 2.0%.

80
81 Add section on Operational Closure/Program Cancellations. Require use of leave
82 or leave without pay for operational closures due to inclement weather and/or
83 adverse environment conditions, or a program cancellation when alternate work is
84 not available.

85
86 If a disaster is declared by the Borough Assembly, the Borough will pay up to 40
87 hours of administrative leave (after a full pay period has already passed and based

88 upon FTE). This administrative leave is available provided the Employee has not
89 been offered work. The administrative leave is not available to Employees who
90 were ordered to return to work and refused.

91
92 WHEREAS, Other changes were made to the contract that will result in
93 administrative efficiency and contract language clarity, however identifying a cost or
94 savings at this time is not practicable.

95
96 NOW, THEREFORE, BE IT RESOLVED that the Assembly of the Fairbanks
97 North Star Borough approves and ratifies the monetary terms of the ASEA contract.

98
99 ADOPTED THE 24TH DAY OF JUNE, 2021.

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101
102 
103 Mindy O'Neal
104 Presiding Officer

105
106 ATTEST:

107 
108 April Trickey, CMC
109 Borough Clerk
110

111
112 Yeses: Sanford, Tomaszewski, Wilson, Cash, Lyke, Williams, Cooper, Lojewski, O'Neal
113 Noes: None