

State of Alaska FY2003 Governor's Operating Budget

Department of Labor and Workforce Development Alaska Labor Relations Agency Component Budget Summary

Component: Alaska Labor Relations Agency

Contact: Mark Torgerson, Hearing Examiner

Tel: (907) 269-4895 **Fax:** (907) 269-4898 **E-mail:** Mark_Torgerson@labor.state.ak.us

Component Mission

To administer the Public Employment Relations Act and the labor relations provisions of the Alaska Railroad Corporation Act, thereby promoting cooperative relations between government and its employees and protecting the public by assuring effective and orderly operations of government.

Component Services Provided

- Conducts elections on union representation for collective bargaining.
- Investigates unfair labor practice complaints, unit composition disputes, representation and other issues.
- Provides mediation and conciliation services where appropriate.
- Conducts prehearing conferences, hearings, and issues decisions.
- Considers employee claims for religious exemption from the obligation to pay monthly union dues.
- Determines strike eligibility of employees.
- Conducts periodic public meetings and training.

Component Goals and Strategies

1) ASSIST IN PROVIDING UNINTERRUPTED GOVERNMENT SERVICES TO THE PUBLIC.

- Conduct all certification and decertification elections within statutory requirements.
- Reduce the time to complete investigations and issue decisions.
- Provide mediation and conciliation services in appropriate cases.

2) REDUCE BACKLOG OF CASES.

- Continue to apply streamlined procedures to bargaining unit clarification cases to further reduce backlog.
- Apply revised procedures on unfair labor practices to reduce the time to complete investigations.

3) INCREASE AWARENESS OF PROGRAMS AND PROCEDURES.

- Conduct outreach to employees and labor organizations in Anchorage, Fairbanks, and Juneau.
- Issue two agency newsletters to keep public informed of related activities, and provide training.
- Participate in monthly meetings of the Industrial Relations Research Association.

Key Component Issues for FY2002 – 2003

Although we have substantially reduced the bargaining unit clarification backlog, we have not yet eliminated it. Unit clarification petitions continue to comprise the largest percentage of the Agency's caseload. These clarifications

determine which bargaining unit a position belongs in. By applying our streamlined procedures, we continue to decrease this backlog that began in 1996.

The Agency completed review of its regulations and drafted proposed amendments. An issue for FY2002-03 is to assure the completion of this process, including public comment, board review and discussion, and adoption or rejection of the proposals.

Major Component Accomplishments in 2001

- Applied streamlined unit clarification procedures, which reduced the backlog of petitions on the supervisory status of State employees. Emphasis was placed on resolving older cases that were filed prior to 1999, while conducting investigations on new cases filed. Most of the oldest cases have been resolved. The number of open petitions has not changed substantially, as 21 cases were filed and 22 cases were concluded in FY2001. Approximately half of the cases filed in FY2001 have been resolved, thereby improving the average amount of time for resolution.

- Applied streamlined unfair labor practice charge procedures to resolve new cases more rapidly. Emphasized resolving older cases that were of a lower priority, thereby eliminating the backlog of cases filed in 1998 and 1999. One of the older cases was very complex and time consuming. Handled investigation of high priority cases filed in an average of 36 days.

- Processed nine representation and decertification petitions in FY2001. Of the nine petitions filed, two petitions were closed. One petition was withdrawn by petitioner (Haines Teacher's Association/NEA-AK/NEA vs. Haines Borough School District), and the other one was dismissed due to inaction by petitioner (International Union of Operating Engineers, Local 302, AFL-CIO vs. City of Unalaska). Two petitions are pending currently. One is a severance petition (filed by the Alaska Nurses Association), which seeks certification as the exclusive representative and decertification of the current representative (Education Support Staff Association/NEA-AK/NEA), for a new unit of nurses. The other pending petition (filed by the Alaska Public Employees Association/AFT), seeks to represent in a separate unit the Class I employees it now represents in a combined unit of Class I, II, and III Ketchikan Gateway Borough employees. Elections were conducted for the remaining five petitions. Three of the elections resulted in the certification as the exclusive representative (Laborers' International Union of Operating Engineers, Local 302, AFL-CIO, Skagway Teacher's Organization, NEA-AK/NEA, and International Union of North America, Local #942, AFL-CIO). One mid-level employee group employed by Matanuska Susitna Borough School District voted not to be represented in collective bargaining by the Public Employees Local 71, AFL-CIO. The remaining petition (filed by the Alaska State Employees Association/AFSCME Local 52, AFL-CIO), was for certification of a new unit of employees who work for the Human Rights Commission. The employees voted for the choice "no bargaining representative."

- Issued three amended certifications. The unit amendment petitions filed by Chatham Education Support Personnel Association/NEA-AK and Aleutians East Education Support Personnel Association/NEA-AK were to end the affiliation with NEA-AK. The third unit amendment petition filed by the Alaska Higher Education Crafts & Trades Employees, Local 6070/APEA/AFL-CIO was to change the name from University of Alaska Classified Employees Association.

- Conducted outreach in Anchorage, Juneau, and Fairbanks. Gave two presentations on PERA to the Association of Alaska School Boards. Assisted the Alaska State Employees Association in training its judicial panel members. Gave presentation to Alaska chapter of Industrial Research Association members to increase awareness of Agency programs and procedures.

- Continued to cross-train staff to allow more flexibility in handling workload priorities.

Statutory and Regulatory Authority

AS 23.05.360-23.05.390
AS 23.40.070-23.40.260
AS 42.40.705-42.40.890
8 AAC 97.010-990

Alaska Labor Relations Agency
Component Financial Summary

All dollars in thousands

Non-Formula Program:	FY2001 Actuals	FY2002 Authorized	FY2003 Governor
Component Expenditures:			
71000 Personal Services	276.1	287.4	297.1
72000 Travel	10.5	13.0	13.0
73000 Contractual	25.6	27.6	27.6
74000 Supplies	11.0	3.9	4.3
75000 Equipment	1.5	0.4	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	324.7	332.3	342.0
Funding Sources:			
1004 General Fund Receipts	317.3	332.3	342.0
1053 Investment Loss Trust Fund	7.4	0.0	0.0
Funding Totals	324.7	332.3	342.0

Estimated Revenue Collections

Description	Master Revenue Account	FY2001 Actuals	FY2002 Authorized	FY2002 Cash Estimate	FY2003 Governor	FY2004 Forecast
<u>Unrestricted Revenues</u>						
Investment Loss Trust Fund	51393	7.4	0.0	0.0	0.0	0.0
Unrestricted Total		7.4	0.0	0.0	0.0	0.0
<u>Restricted Revenues</u>						
None.		0.0	0.0	0.0	0.0	0.0
Restricted Total		0.0	0.0	0.0	0.0	0.0
Total Estimated Revenues		7.4	0.0	0.0	0.0	0.0

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Proposed Changes in Levels of Service for FY2003

No changes to component services are anticipated.

Summary of Component Budget Changes

From FY2002 Authorized to FY2003 Governor

All dollars in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2002 Authorized	332.3	0.0	0.0	332.3
Adjustments which will continue current level of service:				
-Year 3 Labor Costs - Net Change from FY2002	9.7	0.0	0.0	9.7
FY2003 Governor	342.0	0.0	0.0	342.0

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Personal Services Information

	Authorized Positions		Personal Services Costs	
	<u>FY2002</u> <u>Authorized</u>	<u>FY2003</u> <u>Governor</u>		
Full-time	4	4	Annual Salaries	220,819
Part-time	0	0	COLA	7,857
Nonpermanent	0	0	Premium Pay	0
			Annual Benefits	71,407
			<i>Less 1.00% Vacancy Factor</i>	(2,993)
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	297,090

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Clerk III	1	0	0	0	1
Hearing Examiner	1	0	0	0	1
Hearing Officer	1	0	0	0	1
Personnel Specialist I	1	0	0	0	1
Totals	4	0	0	0	4