

State of Alaska FY2009 Governor's Operating Budget

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

Component: Alaska Labor Relations Agency

Contribution to Department's Mission

The Alaska Labor Relations Agency contributes to the department's mission of full employment by facilitating cooperative relations between Alaska's public employers and the labor organizations that represent public employees.

Core Services

Enforces the Public Employment Relations Act (PERA) and the labor relations provisions of the Alaska Railroad Corporation Act (ARCA). The Agency promotes cooperative relations between government and its employees and protects the public's interest in the provision of uninterrupted government services.

Maintains statewide jurisdiction over public employers that include the State of Alaska, political subdivisions, public school districts, the University of Alaska, and the Alaska Railroad. Jurisdiction extends to labor organizations that represent public employees.

Enforces terms of collective bargaining agreements, conducts elections on union representation for collective bargaining, and investigates and decides unfair labor practice complaints, unit composition disputes, representation and other issues.

End Result	Strategies to Achieve End Result
<p>A: Resolve issues between Alaska's public employers and public employees.</p> <p><u>Target #1:</u> Reduce the total number of open cases. <u>Measure #1:</u> Open caseload at end of reporting period.</p>	<p>A1: Maintain a timely representation election process.</p> <p><u>Target #1:</u> Complete 90% of representation elections within 100 days, except in extenuating circumstances. <u>Measure #1:</u> Percentage of representation elections completed within 100 days.</p> <p>A2: Operate a timely and efficient adjudications program.</p> <p><u>Target #1:</u> Issue 90% of decisions and orders within 90 days of record closure. <u>Measure #1:</u> Percentage of decisions and orders issued within 90 days of record closure.</p>

Major Activities to Advance Strategies

- Encourage settlement of disputes.
- Increase staff productivity and efficiency.
- Improve communications with Board members to enhance efficiency and productivity.

FY2009 Resources Allocated to Achieve Results

FY2009 Component Budget: \$460,500

Personnel:

Full time	4
Part time	0
Total	4

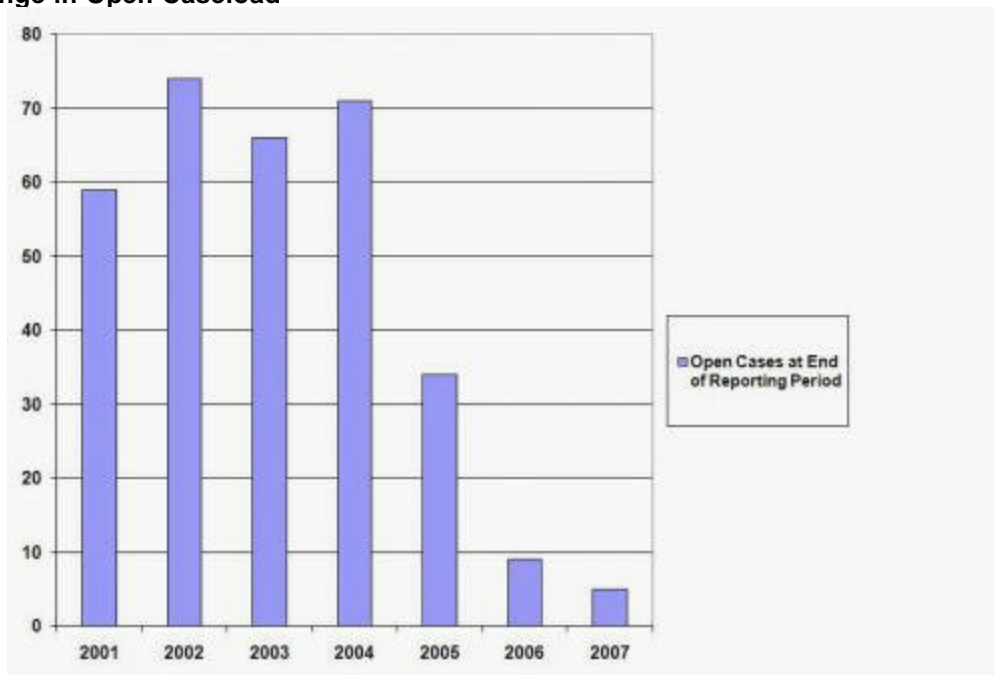
Performance Measure Detail

A: Result - Resolve issues between Alaska's public employers and public employees.

Target #1: Reduce the total number of open cases.

Measure #1: Open caseload at end of reporting period.

Yearly Change in Open Caseload



Open Caseload at End of Reporting Period

Year	Cases Filed	Cases Closed	Open Cases
2001			56
2002	52	49	59
2002	71	56	74
2003	62	70	66
2004	64	59	71
2005	116	153	34
2006	51	76	9
2007	13	17	5

Analysis of results and challenges: The average number of open cases for 2007 maintains a declining trend. This is due to a combination of the parties filing fewer cases than in past years, and the continuing efforts by the Agency to resolve the overall number of open cases. For the past three years, the Agency has made significant progress in resolving the overall number of open cases in a timely and efficient manner. A potential challenge in

the approaching months will be to achieve timely resolution of disputes that may arise from State and school district contract negotiations.

The Agency's annual report contains a breakdown of these numbers.

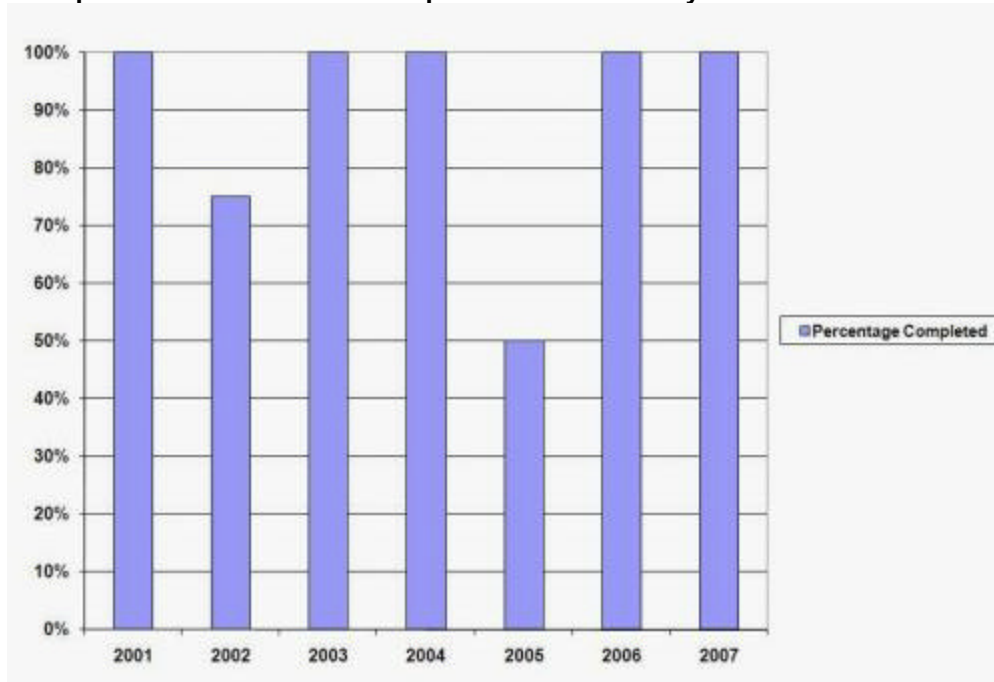
2007 data is through August 31, 2007.

A1: Strategy - Maintain a timely representation election process.

Target #1: Complete 90% of representation elections within 100 days, except in extenuating circumstances.

Measure #1: Percentage of representation elections completed within 100 days.

Percentage of Representation Elections Completed Within 100 Days



Analysis of results and challenges: Although the Agency received several inquiries in 2007, there is currently only one pending representation/decertification (RC/RD) petition. This RC/RD petition was filed by Alaska Correctional Officers Association and proposes to sever State Probation Officers currently represented by the Alaska State Employees Association (ASEA) and include them in the Alaska Correctional Officers Association unit with Correctional Officers. ASEA objected to this petition and a hearing was held in Anchorage on August 23 and 24, 2007. The Alaska Labor Relations Agency Board will be issuing a decision and order and will determine if this petition should proceed to election. If this petition goes forward, a challenge would be to conduct the statewide election in a timely and cost effective manner.

A breakdown of elections conducted is published in the Agency's annual report.

2007 data is through August 31, 2007.

A2: Strategy - Operate a timely and efficient adjudications program.

Target #1: Issue 90% of decisions and orders within 90 days of record closure.

Measure #1: Percentage of decisions and orders issued within 90 days of record closure.

Percentage of Cases Completed Within 90 Days of Record Closure

Year	YTD
2001	40%
2002	25%
2003	0%
2004	50%
2005	100%
2006	43%
2007	100%

Analysis of results and challenges: The Agency anticipates issuing decisions within 90 days of record closure for 2007. The percentage of cases completed within 90 days of record closure was lower in 2006 than past years, due in part to time spent working on a regulations project, time prioritized to update other aspects of the Agency caseload, and a slight increase in the number of hearings. At this time, the decision and order caseload is current.

The Agency's annual report contains a breakdown of these numbers.

2007 data is through August 31, 2007.

Key Component Challenges

Although the agency continues to make progress in reducing the overall open caseload, a potential challenge will be to maintain this effort while also providing timely resolution of disputes arising from contract negotiations between the State and public employee unions.

City of Wasilla voters approved a ballot measure in an October 2007 election that reversed a 1978 resolution in which the City opted out of the Public Employment Relations Act (PERA). The ballot measure effectively places the City of Wasilla employees under the jurisdiction of ALRA and grants them collective bargaining rights under PERA. The agency will likely see a significant increase in election activity in the coming months, and several bargaining units could emerge as a result of approval of this ballot measure. A challenge will be for the Agency to conduct multiple elections within the 100-day target and maintain a timely representation election process.

Significant Changes in Results to be Delivered in FY2009

No significant changes to results are anticipated.

Major Component Accomplishments in 2007

The agency completed a regulation project adopting regulation changes in Title 8 of the Alaska Administrative Code, dealing with labor relations which provide more predictable and consistent procedures for public employees, public employers, and public employee representatives.

The agency continued a bench order procedure, implemented in the previous year, which promptly notifies parties of its decision in disputed hearings. Under this procedure, the board panel issues a brief written order, after record closure, which gives parties advance notice of the panel's decision and order. In many cases (those not appealed to the courts), the bench decision resolves the dispute. The agency's aim is to better serve its customers with timely notification of decisions and encourage parties to move ahead cooperatively.

So far in calendar year 2007, the average time from record closure to issuance of a bench order is one day. This is an improvement from the 2006 average of 14 days.

Statutory and Regulatory Authority

Statutory Authority:

AS 23.05.360 - .390

AS 23.40.070 - .260

AS 42.40.705 - .890

Alaska Labor Relations Agency (ALRA)

Public Employment Relations Act (PERA)

Alaska Railroad Corporation, Labor Relations

Administrative Regulations:

8 AAC 97.010 - .990

Collective Bargaining Among Public Employees

Contact Information

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**Alaska Labor Relations Agency
Component Financial Summary**

All dollars shown in thousands

	FY2007 Actuals	FY2008 Management Plan	FY2009 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	383.8	395.3	396.1
72000 Travel	6.0	12.3	12.3
73000 Services	41.6	43.1	43.1
74000 Commodities	15.0	9.0	9.0
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	446.4	459.7	460.5
Funding Sources:			
1004 General Fund Receipts	446.4	459.7	460.5
Funding Totals	446.4	459.7	460.5

**Summary of Component Budget Changes
From FY2008 Management Plan to FY2009 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2008 Management Plan	459.7	0.0	0.0	459.7
Adjustments which will continue current level of service:				
-FY 09 Health Insurance Increases for Exempt Employees	0.8	0.0	0.0	0.8
FY2009 Governor	460.5	0.0	0.0	460.5

**Alaska Labor Relations Agency
Personal Services Information**

Authorized Positions		Personal Services Costs		
	<u>FY2008</u>	<u>FY2009</u>		
	<u>Management</u>	<u>Governor</u>		
	<u>Plan</u>			
Full-time	4	4	Annual Salaries	267,902
Part-time	0	0	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	134,754
			<i>Less 1.63% Vacancy Factor</i>	<i>(6,556)</i>
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	396,100

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
Human Resource Specialist I	1	0	0	0	1
Totals	4	0	0	0	4