

**LETTER OF AGREEMENT**

Between the

**STATE OF ALASKA**

and the

**INTERNATIONAL ORGANIZATION OF MASTERS, MATES AND PILOTS**

representing the

**AMHS LICENSED DECK OFFICERS**

**Re: Extension Agreement**

**21-CC-201**

**State 6.3.21 @ 1515**

The terms of the 2014-2017 collective bargaining agreement between the State of Alaska and the International Organization of Masters, Mates and Pilots will be in effect upon signing and through June 30, 2022. All terms of the 2014-2017 agreement will remain in effect except as follows:

**RULE 1- SCOPE**

**1.04 (A)** The State of Alaska shall have the ability to contract for passenger and/or vehicle service only for the following ports: Angoon, Gustavus, Kake, Hoonah, Tenakee, Pelican and for service between Juneau and Sitka, without regard to MMP jurisdiction.

**RULE 5 - UNION MEMBERSHIP**

**5.01** All employees shall be informed of their exclusive representation by the Union. The Union shall be afforded an opportunity within the first 30 days of an employee's hire to meet with the employee and discuss Union membership. The State shall collect bargaining unit dues and initiation fees upon written authorization of the employee, as required by Alaskan Statutes, Section 23.40.220, in a manner which respects and protects the legal and constitutional rights of all dues payors. The State will provide the Union advance notice of any changes to the current dues deduction process, forms or system, which changes must comply with law, and allow the Union at least ten (10) days to provide input to the State before any changes are implemented by the State.

**5.02** The Union shall defend, indemnify, and save the Employer harmless against any and all claims, demands, suits, grievances, or other liability (including attorney's fees incurred by the Employer) that arise out of or by reason of actions taken by the Employer pursuant to this section, except those actions caused by the Employer's negligence. If the Union undertakes the defense under this section, it shall at its option select counsel to conduct the defense.

**5.03** Each month the Union will be provided a report showing appointment personnel actions for all newly hired Alaska Marine Highway System Deck Officers.

**RULE 17- PAY PLAN**

Effective upon legislative approval and funding in accordance with AS 23.40.215 and ratification by the Union, the wage schedule in effect on July 1, 2016 will be increased by 3%. The parties agree that it may take up to two pay periods to implement the terms. In addition to the 3% wage adjustment, a one-time lump sum payment, less mandatory

Draft- Supposal 6.2.21 at 3:00 pm

deductions, in the amount equal to 3% of the base wages for the classification in which the employee has worked since July 1, 2021 will be made to each Deck Officer for every pay period from July 1, 2021 until legislative approval and implementation. The payment will be made in the first pay period after ratification in accordance with AS 23.40.215 to all active employees.

**Rule 27 HEALTH AND WELFARE**

**27 (B)** Effective upon legislative approval and funding in accordance with AS 23.40.215 and ratification by the Union, the Employer contribution to the health insurance plan shall be \$1555 per eligible employee per month.

This Agreement is subject to ratification of the MMP membership, as well as funding and approval of the legislature for monetary terms in accordance with AS 23.40.215 and Rules 37.02 and 37.03 of the Collective Bargaining Agreement.


**FOR THE STATE OF ALASKA:**

  
\_\_\_\_\_  
Nancy Sutch  
Chief Spokesperson  
Division of Personnel & Labor Relations  
Department of Administration

\_\_\_\_\_  
Date

6/3/21

**FOR THE MMP:**

  
\_\_\_\_\_  
Shannon Adamson  
Representative  
IOMM&P

\_\_\_\_\_  
Date

June 3, 2021