

State of Alaska FY2026 Governor's Operating Budget

Department of Administration Labor Relations Component Budget Summary

Component: Labor Relations**Contribution to Department's Mission**

To achieve the purposes of the Public Employment Relations Act by acting as the executive branch representative in contract negotiations and contract administration matters.

Core Services

- Contract Negotiation - Conduct negotiations for the State's 11 bargaining unit contracts and subsequent contract amendments. Staff serve as chief spokesperson for the State's bargaining teams and handle all associated logistics. Issue contract interpretive memoranda as needed.
- Contract Administration - Investigate complaints and grievances that reach the level of the Commissioner of the Department of Administration. Represent the State's interests in resolution or adjudication of these disputes. Interpret and apply labor agreements and ensure consistency of application throughout state government.
- Training - Provide training on all new contracts, facilitate training for human resource staff on employment law and on the arbitration process, and provide dispute/complaint handling training for State supervisors.
- Advice and Counsel - Provide expert advice and counsel to supervisors, managers, and policy makers on employee relations issues.

Major Component Accomplishments in 2024

- Worked with executive branch agencies to implement and administer successor agreements while working through hundreds of active disputes.
- Negotiated for successor agreements and reached a tentative agreement with the Alaska Public Employees Association/Supervisory Unit, Public Safety Employees Association (DOTPF-Airport Police and Fire) and the Labor, Trades and Crafts Unit.
- Received and processed 222 new grievance and/or complaint filings in FY2024.
- Completed 129 requests for Letters of Agreement for bargaining units and executive branch employees in FY2024.
- Resolved 114 new disputes, preventing official grievance filings.

Key Component Challenges

Labor Contract Negotiations – Achieve the administration's objective of long-term agreements that meet the economic and managerial objectives for remaining units. Working with the Department of Law to finalize negotiations for seven successor agreements for Collective Bargaining Units in time for submission to the 2025 Alaska State Legislature.

Significant Changes in Results to be Delivered in FY2026

Negotiations - The State expects to reach agreements with seven bargaining units for a July 1, 2025 implementation date: The Alaska State Employees Association/General Government Unit, Alaska Vocational Technical Center Teacher's Unit, Confidential Employees Association, Inlandboatmen's Union representing the Unlicensed Marine Unit, International Organization of Masters Mates, and Pilots, Marine Engineer's Beneficial Association, and Teachers' Education Association of Mt. Edgecumbe.

This has been transferred to the Department of Law and the Office of the Governor in accordance with Administrative Order 356.

Statutory and Regulatory Authority

AS 23.40.070-250 Labor Organizations - Public Employment Relations Act

AS 39.25 et seq. State Personnel Act

Contact Information

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Labor Relations Personal Services Information				
Authorized Positions			Personal Services Costs	
	<u>FY2025</u> <u>Management</u> <u>Plan</u>	<u>FY2026</u> <u>Governor</u>		
Full-time	0	0	Annual Salaries	0
Part-time	0	0	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	0
			<i>Less % Vacancy Factor</i>	()
			Lump Sum Premium Pay	0
Totals	0	0	Total Personal Services	

Position Classification Summary					
Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
No personal services.					
Totals	0	0	0	0	0

Component Detail All Funds
Department of Administration

Component: Labor Relations (58)

Non-Formula Component

RDU: Centralized Administrative Services (13)

	FY2024 Actuals	FY2025 Enrolled	FY2025 Authorized	FY2025 Management Plan	FY2026 Governor Adjusted Base	FY2026 Governor	FY2025 Management Plan vs FY2026 Governor		
1000 Personal Services	867.0	1,270.8	1,341.9	746.8	0.0	0.0	-746.8	-100.0%	
2000 Travel	2.7	1.0	18.6	18.6	0.0	0.0	-18.6	-100.0%	
3000 Services	450.5	207.9	286.4	345.3	0.0	0.0	-345.3	-100.0%	
4000 Commodities	53.4	16.8	16.9	16.9	0.0	0.0	-16.9	-100.0%	
5000 Capital Outlay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
7000 Grants, Benefits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
8000 Miscellaneous	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
Totals	1,373.6	1,496.5	1,663.8	1,127.6	0.0	0.0	-1,127.6	-100.0%	
Fund Sources:									
1004 Gen Fund (UGF)	1,373.6	1,496.5	1,663.8	1,127.6	0.0	0.0	-1,127.6	-100.0%	
Unrestricted General (UGF)	1,373.6	1,496.5	1,663.8	1,127.6	0.0	0.0	-1,127.6	-100.0%	
Designated General (DGF)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
Other Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
Federal Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%	
Positions:									
Permanent Full Time	7	7	7	0	0	0	0	0.0%	
Permanent Part Time	0	0	0	0	0	0	0	0.0%	
Non Permanent	0	0	0	0	0	0	0	0.0%	

Change Record Detail - Multiple Scenarios with Descriptions
Department of Administration

Component: Labor Relations (58)
RDU: Centralized Administrative Services (13)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2025 Enrolled To FY2025 Authorized *****												
FY2025 Enrolled												
1004 Gen Fund	Enrolled	1,496.5	1,270.8	1.0	207.9	16.8	0.0	0.0	0.0	7	0	0
		1,496.5										
Compensation for Certain State Employees Ch5 SLA2024 (SB259) (Sec2 Ch7 SLA2024 P51 L24 (HB268))												
1004 Gen Fund	FisNot	12.3	12.3	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
		12.3										
Five percent cost of living adjustment for employees not covered by a collective bargaining unit.: \$12.3												
Compensation for Certain State Employees Ch5 SLA2024 (SB259) (Sec2 Ch7 SLA2024 P51 L24 (HB268))												
1004 Gen Fund	FisNot	8.8	8.8	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
		8.8										
One salary step adjustment for employees not covered by a collective bargaining agreement.: \$8.8												
Labor Contract Negotiations and Arbitration Sec8 Ch1 FSSLA2019 P59 L10 (HB39) (FY15-FY25)												
1004 Gen Fund	CarryFwd	146.2	50.0	17.6	78.5	0.1	0.0	0.0	0.0	0	0	0
		146.2										
Carry forward the unexpended balance of the appropriation made for labor contract negotiations per the amendment to the appropriation made in Sec8 Ch1 FSSLA2019 P59 L10 (HB39) in appropriation unit 021203901.												
Sec. 8. SUPPLEMENTAL DEPARTMENT OF ADMINISTRATION. Section 10(c), ch. 38, SLA 2015, as amended by sec. 17(a), ch. 2, 4SSLA 2016, and sec. 12, ch. 1, SSSLA 2017, and sec. 10, ch. 19, SLA 2018, is amended to read:												
(c) The sum of \$792,000 is appropriated from the general fund to the Department of Administration, labor relations, for costs related to labor contract negotiations and arbitration support for the fiscal years ending June 30, 2015, June 30, 2016, June 30, 2017, June 30, 2018, June 30, 2019, June 30, 2020, June 30, 2021, and June 30, 2022.												
AMENDED in HB 281, SLA 2022:												
(c) The sum of \$792,000 is appropriated from the general fund to the Department of Administration, labor relations, for costs related to labor contract negotiations and arbitration support for the fiscal years ending June 30, 2015, June 30, 2016, June 30, 2017, June 30, 2018, June 30, 2019, June 30, 2020, June 30, 2021, [AND] June 30, 2022, June 30, 2023, June 30, 2024, and June 30, 2025.												
	Subtotal	1,663.8	1,341.9	18.6	286.4	16.9	0.0	0.0	0.0	7	0	0
***** Changes From FY2025 Authorized To FY2025 Management Plan *****												
Transfer Authority to Personnel for Realignment												
1004 Gen Fund	Trout	-536.2	-536.2	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
		-536.2										

Change Record Detail - Multiple Scenarios with Descriptions
Department of Administration

Component: Labor Relations (58)
RDU: Centralized Administrative Services (13)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
Transfer personal services authority for realignment of positions location.												
Full-time Division Director (022001), range 24, located in Juneau												
Full-time Human Resource Consultant 5 (022096), range 22, located in Juneau												
Full-time Human Resource Consultant 6 (022108), range 24, located in Juneau												
Full-time Human Resource Consultant 1 (029008), range 16, located in Juneau												
Full-time Administrative Operations Manager 1 (041018), range 22, located in Juneau												
Transfer Two Human Resource Consultants to Personnel for Realignment												
PosAdj		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-2	0	0
The following positions are transferred from Labor Relations to Personnel for realignment of positions location:												
Full-time Human Resource Consultant 5 (022096), range 22, located in Juneau												
Full-time Human Resource Consultant 1 (029008), range 16, located in Juneau												
Align Authority for Anticipated Expenditures												
LIT		0.0	-58.9	0.0	58.9	0.0	0.0	0.0	0.0	0	0	0
Transfer authority from personal services to cover anticipated services costs. The remaining personal services authority is sufficient to cover anticipated expenditures.												
Transfer Labor Relations Manager to Office of the Governor In Accordance with Administrative Order 356												
Atroat		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-1	0	0
Transfer full-time Labor Relations Manager (022040), range 24, located in Anchorage, to the Office of the Governor for union contract negotiations in coordination with the Department of Law in accordance with Administrative Order 356.												
Transfer Four Labor Relations Analysts to Department of Law In Accordance with Administrative Order 356												
Atroat		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-4	0	0
Transfer four full-time positions to Department of Law for union contract negotiations in coordination with the Office of the Governor in accordance with Administrative Order 356.												
Full-time Labor Relations Analyst 2 (022002), range 20, located in Juneau												
Full-time Labor Relations Analyst 2 (022134), range 20, located in Anchorage												
Full-time Labor Relations Analyst 2 (187331), range 20, located in Juneau												
Full-time Labor Relations Analyst 1 (029013), range 18, located in Anchorage												
Subtotal		1,127.6	746.8	18.6	345.3	16.9	0.0	0.0	0.0	0	0	0

Change Record Detail - Multiple Scenarios with Descriptions
Department of Administration

Component: Labor Relations (58)
RDU: Centralized Administrative Services (13)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2025 Management Plan To FY2026 Governor Adjusted Base *****												
Reverse Labor Contract Negotiations and Arbitration Sec8 Ch1 FSSLA2019 P59 L10 (HB39) (FY15-FY25)												
1004 Gen Fund	OTI	-146.2	-50.0	-17.6	-78.5	-0.1	0.0	0.0	0.0	0	0	0
Carry forward the unexpended balance of the appropriation made for labor contract negotiations per the amendment to the appropriation made in Sec8 Ch1 FSSLA2019 P59 L10 (HB39) in appropriation unit 021203901.												
Sec. 8. SUPPLEMENTAL DEPARTMENT OF ADMINISTRATION. Section 10(c), ch. 38, SLA 2015, as amended by sec. 17(a), ch. 2, 4SSLA 2016, and sec. 12, ch. 1, SSSLA 2017, and sec. 10, ch. 19, SLA 2018, is amended to read:												
(c) The sum of \$792,000 is appropriated from the general fund to the Department of Administration, labor relations, for costs related to labor contract negotiations and arbitration support for the fiscal years ending June 30, 2015, June 30, 2016, June 30, 2017, June 30, 2018, June 30, 2019, June 30, 2020, June 30, 2021, and June 30, 2022.												
AMENDED in HB 281, SLA 2022:												
(c) The sum of \$792,000 is appropriated from the general fund to the Department of Administration, labor relations, for costs related to labor contract negotiations and arbitration support for the fiscal years ending June 30, 2015, June 30, 2016, June 30, 2017, June 30, 2018, June 30, 2019, June 30, 2020, June 30, 2021, [AND] June 30, 2022, June 30, 2023, June 30, 2024, and June 30, 2025.												
Transfer Authority to Office of the Governor In Accordance with Administrative Order 356												
1004 Gen Fund	Atout	-175.8	-101.8	0.0	-74.0	0.0	0.0	0.0	0.0	0	0	0
Transfer authority to the Office of the Governor for union contract negotiations in coordination with the Department of Law in accordance with Administrative Order 356 for communication efficiencies and program alignment.												
Transfer Authority to Department of Law In Accordance with Administrative Order 356												
1004 Gen Fund	Atout	-805.6	-595.0	-1.0	-192.8	-16.8	0.0	0.0	0.0	0	0	0
Transfer authority to the Department of Law for union contract negotiations in coordination with the Office of the Governor in accordance with Administrative Order 356. for communication efficiencies and program alignment.												
Subtotal		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
***** Changes From FY2026 Governor Adjusted Base To FY2026 Governor *****												
Totals		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0

Line Item Detail (1676)
Department of Administration
Travel

Component: Labor Relations (58)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000	Travel		2.7	18.6	0.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000 Travel Detail Totals			2.7	18.6	0.0
2000	In-State Employee Travel	Transportation costs for travel relating to administration, training, conventions and meetings, boards and commissions.	2.5	18.6	0.0
2001	In-State Non-Employee Travel	Transportation costs for travel relating to meetings and boards for non-employees.	0.2	0.0	0.0

Line Item Detail (1676)
Department of Administration
Services

Component: Labor Relations (58)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000	Services		450.5	345.3	0.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000 Services Detail Totals			450.5	345.3	0.0
3000	Education Services	Training, educational conferences, agency memberships, and employee tuition.	3.7	3.7	0.0
3002	Legal and Judicial Services	Hearing/mediation services - for arbitration, negotiations, and settlements.	1.8	15.0	0.0
3003	Information Technology	Software licensing and maintenance, training, and consulting.	1.4	1.5	0.0
3004	Telecommunications	Local, long distance, and cellular telephone charges, television, data/network, telecommunication equipment, and other wireless charges from outside vendors.	0.0	1.0	0.0
3008	Utilities	Electricity, heating fuel, water, sewage, and disposal services.	0.5	0.5	0.0
3009	Structure/Infrastructure/Land	Structure, infrastructure and land repairs, maintenance, rental, and leases.	0.6	0.6	0.0
3010	Equipment/Machinery	Machinery, furniture and office equipment purchase, repairs, maintenance, rentals, and leases.	0.3	0.5	0.0
3011	Other Services	Contractual expenses transfer object 3970.	177.9	0.0	0.0
3017	Inter-Agency Information Technology Non-Telecommunications	OIT Core Services.	2.0	0.0	0.0
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Alaska Division of IT (3141)	0.0	20.0	0.0

Line Item Detail (1676)
Department of Administration
Services

Component: Labor Relations (58)

Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor	
3000 Services Detail Totals			450.5	345.3	0.0	
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Chief Information Officer (3139)	OIT Core Services.	20.2	0.0	0.0
3018	Inter-Agency Information Technology Telecommunications	Admin - Alaska Division of IT (3141)	OIT Telecommunications (CISCO device config, deployment, maintenance, replacements, and other telephone line services).	0.0	2.0	0.0
3018	Inter-Agency Information Technology Telecommunications	Admin - Licensing, Infrastructure & Serv (3414)	OIT Telecommunications (CISCO device config, deployment, maintenance, replacements, and other telephone line services).	1.8	0.0	0.0
3021	Inter-Agency Mail	Admin - Print Services (2333)	Centralized mail services chargeback.	0.0	0.7	0.0
3022	Inter-Agency Human Resources	Admin - Personnel (56)	Centralized Human Resource chargeback.	4.4	4.5	0.0
3023	Inter-Agency Building Leases	Trans - Department-wide	Rent for state-owned facilities and lease payments.	56.5	58.0	0.0
3024	Inter-Agency Legal		Reimbursable services agreement with Department of Law for Labor Relations section move.	157.8	185.8	0.0
3026	Inter-Agency Insurance	Admin - Risk Management (71)	Division of Risk Management - Risk management insurance charges.	0.2	0.4	0.0
3027	Inter-Agency Financial	Admin - Accounting (3134)	Division of Finance chargeback for IRIS FIN, HRM, and ALDER.	0.3	8.0	0.0
3027	Inter-Agency Financial	Admin - Finance (59)	Division of Finance chargeback for IRIS FIN, HRM, and ALDER.	2.9	0.3	0.0
3028	Inter-Agency Americans with Disabilities Act Compliance	Admin - Personnel (56)	Americans with Disabilities Act (ADA) chargeback.	0.1	0.1	0.0
3038	Inter-Agency Management/Consulting	Admin - Administrative Services (46)	Administrative chargeback.	8.4	21.0	0.0
3038	Inter-Agency Management/Consulting	Admin - OFC of Procure. Property. Mngmt. (3291)	SSoA Procurement chargeback.	0.6	0.0	0.0

Line Item Detail (1676)
Department of Administration
Services

Component: Labor Relations (58)

Object Class		Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
			3000 Services Detail Totals	450.5	345.3	0.0
3038	Inter-Agency Management/Consulting	Admin - Office of the Commissioner (45)	Office of the Commissioner chargeback.	9.1	21.7	0.0

Line Item Detail (1676)
Department of Administration
Commodities

Component: Labor Relations (58)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
4000	Commodities		53.4	16.9	0.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
		4000 Commodities Detail Totals	53.4	16.9	0.0
4000	Business	General business supplies such as office consumables, furniture, and computer equipment.	53.4	16.9	0.0

Inter-Agency Services (1682)
Department of Administration

Component: Labor Relations (58)

				FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
Component Totals				104.5	136.7	0.0
With Department of Administration				48.0	78.7	0.0
With Department of Transportation and Public Facilities				56.5	58.0	0.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor	
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Alaska Division of IT (3141)	OIT Core Services.	0.0	20.0	0.0
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Chief Information Officer (3139)	OIT Core Services.	20.2	0.0	0.0
3018	Inter-Agency Information Technology Telecommunications	Admin - Alaska Division of IT (3141)	OIT Telecommunications (CISCO device config, deployment, maintenance, replacements, and other telephone line services).	0.0	2.0	0.0
3018	Inter-Agency Information Technology Telecommunications	Admin - Licensing, Infrastructure & Serv (3414)	OIT Telecommunications (CISCO device config, deployment, maintenance, replacements, and other telephone line services).	1.8	0.0	0.0
3021	Inter-Agency Mail	Admin - Print Services (2333)	Centralized mail services chargeback.	0.0	0.7	0.0
3022	Inter-Agency Human Resources	Admin - Personnel (56)	Centralized Human Resource chargeback.	4.4	4.5	0.0
3023	Inter-Agency Building Leases	Trans - Department-wide	Rent for state-owned facilities and lease payments.	56.5	58.0	0.0
3026	Inter-Agency Insurance	Admin - Risk Management (71)	Division of Risk Management - Risk management insurance charges.	0.2	0.4	0.0
3027	Inter-Agency Financial	Admin - Accounting (3134)	Division of Finance chargeback for IRIS FIN, HRM, and ALDER.	0.3	8.0	0.0
3027	Inter-Agency Financial	Admin - Finance (59)	Division of Finance chargeback for IRIS FIN, HRM, and ALDER.	2.9	0.3	0.0
3028	Inter-Agency Americans with Disabilities Act Compliance	Admin - Personnel (56)	Americans with Disabilities Act (ADA) chargeback.	0.1	0.1	0.0

Inter-Agency Services (1682)
Department of Administration

Component: Labor Relations (58)

Object Class		Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3038	Inter-Agency Management/Consulting	Admin - Administrative Services (46)	Administrative chargeback.	8.4	21.0	0.0
3038	Inter-Agency Management/Consulting	Admin - OFC of Procure. Property. Mngmt. (3291)	SSoA Procurement chargeback.	0.6	0.0	0.0
3038	Inter-Agency Management/Consulting	Admin - Office of the Commissioner (45)	Office of the Commissioner chargeback.	9.1	21.7	0.0