

Summary of Changes to the AVTECTA 2022-2025 Collective Bargaining Agreement

Article	Change
3	Changed language regarding access to the collective bargaining agreement. Employees will be directed to the State of Alaska, Department of Administration, Division of Personnel and Labor Relations or AVTECTA contact information. Added language requiring the Employer to provide a report to the Union each pay period showing personnel transactions adding or removing bargaining unit members.
8	Added language to non-discrimination clause to include age, sexual orientation, and gender identity.
12 Section 2	Added language that requires consideration of performance evaluations in calculating seniority for layoff purposes.
14 Section 1	Changed “Human Resource Consultant” to “Department of Administration, Division of Personnel and Labor Relations, Employee Relations Program Manager.” Removed “Department of Labor and Workforce Development.”
15 Section 4	Changed “Human Resource Consultant” to “Department of Administration, Division of Personnel and Labor Relations, Employee Relations Program Manager.” Removed “Department of Labor and Workforce Development.”
16	Revised requirement that a written narrative evaluation form must be completed “at least twice each year” to “at least twice” during a bargaining unit member’s probationary period. Changed due date of non-probationary bargaining unit members’ evaluation to April 30.
18 Section 3	Changed the health insurance rollover date to January 1.
19 Section 2	Removed old language regarding previous salary schedule, added new salary schedule effective July 1, 2022.
19 Section 2	Removed July 1, 2020 bonus. Adjusted wage increases to 2.5% July 1, 2023, and 2.5% July 1, 2024.
19 Section 5	Revised to include department heads and unit leads. Revised department head/unit lead additional compensation to be “equivalent to one step or 3.7%, whichever is the larger increase”
19 Section 8	Changed “vocational program, student recruiting, and employer outreach and engagement” to “program” when describing bargaining unit member position duties. Removed “instructional duties” from AVTEC Administration bargaining unit members’ additional duties.
19 Section 10	Removed language regarding transition to bi-weekly pay schedule.
20 Section 1	Revised leave accrual rates to be read in hour : minute format. Adjusted language regarding leave cap cash-outs to accommodate bi-weekly pay schedule.
20 Section 4	Replaced “Division of Personnel & Labor Relations Payroll Services Supervisor for the department” to Division of Finance Payroll Services.”
20 Section 5	Removed language regarding transition to bi-weekly pay schedule.

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21 Section 2	Added Martin Luther King, Jr. Day and President’s Day to list of compensated holidays.
27 Section 4	Changed “Human Resource Manager” to “Employee Relations Program Manager.”
35	Removed language regarding bargaining unit members receiving a copy of the collective bargaining agreement to align with change in Article 3.
36	Changed effective dates of collective bargaining agreement to July 1, 2022 through June 30, 2025. Changed the year for negotiating a successor agreement to 2024.