

STATE OF ALASKA
DEPARTMENT OF TRANSPORTATION & PUBLIC FACILITIES
Public Employees Local 71 (LTC)
REQUEST FOR REFERRAL

DIVISION: NR H&A		PCN: Multiple	
JOB CLASS/TITLE: Equipment Operator Journey I/II/III		WHEN POSITION IS NEEDED: ASAP	
FLEXIBLY STAFFED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO		Benefits include: Medical, Dental, Vision, Retirement, Paid Leave and Holidays.	
WAGE GRADE: 54/53/52 +30% Incentive Pay (54-\$26.41, 53-\$27.85, 52-\$29.52) +Steps		DUTY STATION: Kotzebue Airport	
<input checked="" type="checkbox"/>	Permanent Full-Time	<input type="checkbox"/>	Permanent Full-Time Seasonal
<input type="checkbox"/>	Permanent Part-Time	<input type="checkbox"/>	Permanent Part-Time Seasonal
<input type="checkbox"/>	Non-Perm Full-Time	<input type="checkbox"/>	Non-Perm Part-Time

CDL REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO <input checked="" type="checkbox"/> At time of hire / <input type="checkbox"/> Within 90-days of hire TYPE OF CDL: A ENDORSEMENTS: Tanker FIREARMS REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO	WORK SCHEDULE: TBD TRAVEL REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO
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PRE-EMPLOYMENT BACKGROUND CHECK: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO Type: CDL history check DRUG/ALCOHOL TESTING: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO	COMMENTS/SPECIAL REQUIREMENTS: J1 – 6 months to obtain Class A J2 – Class A w/Tanker J3 – Class A W/Tanker & ARFF CERT <i>Note: Candidates for CDL positions are required to register with the FMCSA Clearinghouse prior to hire.</i>
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CANDIDATE MUST BRING TO INTERVIEW: <input checked="" type="checkbox"/> Completed Workplace Alaska Application (if not already submitted to the hiring manager by Local 71) <input checked="" type="checkbox"/> Completed Certification of Employment as a Commercial Motor Vehicle Operator 10-year history form <input checked="" type="checkbox"/> Criminal Convictions: Must provide a copy of the judgement from the Court for <u>any</u> Felony Conviction (regardless of date) and any Misdemeanor Conviction within the last 5 years. For positions requiring APSIN* clearance, must provide judgement for <u>all</u> convictions regardless of date. <input checked="" type="checkbox"/> Copy of certifications and licenses <input type="checkbox"/> Other:	<i>Note: Candidates who do not bring the required information to the interview may be rejected.</i>
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LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC EMPLOYEES LOCAL 71
representing the
LABOR, TRADES and CRAFTS UNIT

**Incentive Pay; Cordova, Kotzebue, McGrath,
Nome, St. Mary's, Thompson Pass, Unalakleet,
and Valdez**

24LL036

It is mutually agreed between the parties that the following terms and conditions of employment will apply to specific employees employed by the Department of Transportation and Public Facilities in the positions listed below. No provision of the July 1, 2021, through June 30, 2024, master agreement not specifically referenced is modified by this agreement.

Recruitment and retention of bargaining unit members in the below job classes has been a significant issue for an extended period. The lack of a seasoned and stable workforce in combination with the requirement for manning roads, airports, and facility operations puts at risk the department's ability to maintain basic operations.

As a result, the following will occur to meet the mission of the Department:

1. An incentive pay of thirty percent (30%) of the bargaining unit member's base hourly rate of pay will be paid, for all hours in pay status, to each eligible bargaining unit member in accordance with salary schedules to be created by the Division of Finance. This pay is intended as an incentive to boost and maintain the recruitment and retention of a qualified and stable workforce of employees.
2. The following positions are approved for incentive pay when the incumbents of the positions meet eligibility requirements:

Cordova

Rural Airport Foreman:
25-1170

Equipment Operator, Journey 3:
25-1175, 25-1176, 25-2203, 25-2169

Equipment Operator, Journey 2:
25-1173

Mechanic, Automotive, Advanced Journey:
25-1331

Kotzebue

Rural Airport Foreman:
25-2128

Equipment Operator, Journey 3:
25-2137, 25-2147, 25-3655, 25-3658, 25-2129, 25-3656

Mechanic, Automotive, Advanced Journey:
25-3531

24LL036

Incentive Pay

Cordova, Kotzebue, McGrath.

St. Mary's, Thompson Pass,

Nome, Unalakleet, Valdez

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McGrath

Equipment Operator Journey 1/2:

25-0780

Mechanic, Automotive, Advanced Journey:

25-1150

Nome

Rural Airport Foreman:

25-2123

Equipment Operator Foreman 1:

25-2124

Equipment Operator, Journey 3:

25-1671, 25-2125, 25-2139, 25-2140, 25-2146, 25-3657, 25-2130, 25-2140, 25-2154

Equipment Operator, Journey 1:

25-2153

Equipment Operator, Journey 2:

25-2126, 25-2135, 25-2136, 25-2151, 25-2152

Mechanic, Automotive, Foreman 2:

25-1317

Mechanic, Automotive, Advanced Journey:

25-1323, 25-1319, 25-1322

Maintenance Specialist Bldg/Facility/Construction Journey 1:

25-2233, 25-3798

Maintenance Specialist Bldg/Facility/Construction Journey 2:

25-2155

Maintenance Generalist:

25-2156

Stock & Parts Services 3:

25-1253, 25-1318

St. Mary's

Equipment Operator Foreman 1:

25-1178

Equipment Operator, Journey 2:

25-1181, 25-1472

Mechanic, Automotive, Advanced Journey:

24LL036

Incentive Pay

Cordova, Kotzebue, McGrath.

St. Mary's, Thompson Pass,

Nome, Unalakleet, Valdez

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25-0863

Thompson Pass

Equipment Operator Foreman 1:

25-2170

Equipment Operator, Journey 2:

25-2173, 25-2175, 25-2187, 25-2220, 25-2221, 25-1171

Equipment Operator, Journey 1:

25-2184

Unalakleet

Equipment Operator Foreman 1:

25-2132

Equipment Operator, Journey 2:

25-2037, 25-2149

Mechanic, Automotive, Advanced Journey:

25-2133

Valdez

Rural Airport Foreman:

25-2167

Equipment Operator, Journey 3:

25-2164, 25-2165, 25-2168, 25-2172

Equipment Operator, Journey 1:

25-1613

Equipment Operator, Journey 2:

25-2127, 25-2219, 25-2222, 25-2210

Mechanic, Automotive, Foreman 2:

25-1328

Mechanic, Automotive, Advanced Journey:

25-1329, 25-1336, 25-1503

Maintenance Specialist Bldg/Facility/Construction Journey 1:

25-2225, 25-2230

Maintenance Specialist Bldg/Facility/Construction Journey 2:

06-6005

Stock & Parts Services 3:

25-1260, 25-1335

3. To be considered eligible for this incentive pay, bargaining unit members in the above listed PCNs must be in pay status.
4. Nothing herein shall be construed to require the employer to fill or attempt to fill any of the above-listed positions at any particular time. The Employer retains sole discretion to fill or not fill any of the positions listed in this agreement.
5. 22LL200 (Mission Critical Incentive Pay; Nome Duty Station) and all amendments thereto are cancelled on the last day of the pay period immediately prior to the instant agreement taking effect. No employee will receive the 30% incentive prescribed herein during any pay period in which the employee receives Mission Critical Incentive Pay pursuant to 22LL200 or any amendment thereto.

This agreement will be effective the first day of the pay period following signing by the parties and remains in effect through June 30, 2024, except that it may be cancelled by either party with fifteen (15) calendar days' written notice. This agreement is entered into solely to address the specific circumstances of this particular matter and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any dispute, grievance, arbitration, hearing, or any other forum except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA

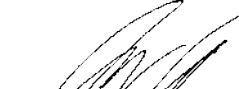
Kate Sheehan

Kate Sheehan, Director
Division of Personnel & Labor Relations
Manager Department of Administration

10/04/23

Date

FOR PUBLIC EMPLOYEES Local 71



Jordan Adams
Business Manager/Secretary-Treasurer

10/4/2023

Date