

Public Employees Local 71 (LTC)

REQUEST FOR REFERRAL

DEPARTMENT/DIVISION: Transportation/H&A	PCN: Multiple
JOB CLASS/TITLE: PL0303/Equipment Operator Journey I, PL0304/Equipment Operator Journey II, Flexibly Staffed Position	WHEN POSITION IS NEEDED: ASAP
WAGE GRADE: 54/53	PAY WAGE: \$32.32/34.18+DOE (steps) Benefits include: Medical, Dental, Vision, Retirement, Paid Leave and Holidays.
CITY LOCATION: Akun Island, Akutan	PHYSICAL ADDRESS: Akutan Airport on Akun Island, AK
Contact: Tracy Smith/Dimirah Hind	PHONE NUMBER: 907-276-7211 Ext 3 FAX NUMBER: 907-279-7171 EMAIL: tracy@local71.com / dimirah@local71.com
CDL REQUIRED: ☒ YES / ☐ NO TYPE OF CDL: Class A ENDORSEMENTS: Tanker	FIREARMS REQUIRED: ☒ YES / ☐ NO
PRE-EMPLOYMENT BACKGROUND ☒ YES / ☐ NO TYPE: DRUG TESTING CHECK REQUIRED: ☒ YES / ☐ NO	COMMENTS: WG53 Equipment Test will be given. Week on week off and Flex LOAs attached

JOB DESCRIPTION:

The incumbent will perform equipment operations commensurate with a journey man level operator. The main focus of this position will be to utilize various types of heavy equipment to perform maintenance activities. This position works 7 days on / 7 days off.

SPECIAL REQUIREMENTS (i.e. valid driver license, flagging certificate; First Aide/CPR Card):

At time of appointment incumbent must have a Valid Class A CDL with Tanker endorsement. Management may require incumbent to obtain a HazMat endorsement, but it is not required at the time of appointment.

If incumbent is being flexed from an Equipment Operator Journey I to an Equipment Operator Journey II, incumbent must have completed all requirements outline in LOA 19-LL007, including successfully passing the WG 53 testing requirements.

THIS POSITION REQUIRES THE INCUMBENT TO OPERATE

Grader, loader, sander, plow truck, dozer, backhoe, snow blower and all core equipment.

TYPE OF POSITION

☒	Permanent Full-Time	☐	Permanent Full-Time Seasonal
☐	Permanent Part-Time	☐	Permanent Part-Time Seasonal
☐	Non-Perm Full-Time	☐	Non-Perm Part-Time
☐	Non-Perm Part-time Sporadic	☐	Seasonal



1. Please select which minimum qualification you meet:

MQs: Current CDL

- ☐ Class A CDL with all required endorsements.
- ☐ Class A CDL with none of the required endorsements.
- ☐ Does not have Class A CDL. (applicants will be given 6 months to obtain license for flex positions per LOA)

2. Please select your experience operating equipment (check all that apply).

- ☐ Tracked Dozers
- ☐ Loaders
- ☐ Backhoe
- ☐ Excavator
- ☐ 5th Wheel Tractors
- ☐ Dump Trucks
- ☐ Sanders
- ☐ Graders
- ☐ Airport Snow Removal Equipment
- ☐ Passenger Bus
- ☐ Equipment Trailers
- ☐ Skid Steers

3. Do you have a valid Class A CDL with the N-Tanker endorsement?

- ☐ I have a Class A CDL with the required N-Tanker endorsement
- ☐ I have a Class A CDL without the required N-Tanker endorsement
- ☐ I do not have a Class A CDL but am able to obtain one within six months of hire
- ☐ I do not have a Class A CDL an am unable to obtain one within six months of hire

Applicant Signature: _____ Date: _____

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC EMPLOYEES LOCAL 71
representing the
LABOR, TRADES AND CRAFTS UNIT

Master Alternate Workweek Agreement

26-LL-010

It is mutually agreed between the parties that the following terms and conditions of employment will apply to employees who obtain approval to work one of the four alternate workweek schedules outlined below and complete one of the four attached assignment forms.

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|--|---------------|
| Alternate Workweek Schedule 1: Four 10-hour days | (pages 2-3) |
| Alternate Workweek Schedule 2: Nine days in a two-week period | (pages 4-5) |
| Alternate Workweek Schedule 3: Seven days on, seven days off | (pages 6-9) |
| Alternate Workweek Schedule 4: 14 days on, 14 days off | (pages 10-14) |

This agreement supersedes all alternate workweek agreements with schedules of (1) four 10-hour days; (2) nine days in a two-week period; (3) seven days on, seven days off; and (4) 14 days on, 14 days off.

No provision of the July 1, 2024, through June 30, 2027, master agreement not specifically referenced herein is modified by this agreement.

Alternate Workweek Schedule #1

The workweek shall consist of a four (4) day work schedule.

Forty (40) hours are established in each workweek to ensure compliance with the Fair Labor Standards Act. The defined workweek and scheduled hours will be according to

one of the attached assignment forms. It is understood that an employee may be temporarily assigned to a normal workweek of five (5) consecutive eight (8) hour days, if necessary, to accommodate travel assignments, training or other reasons which would require such scheduling. When this temporary schedule change occurs, normal contractual provisions apply.

For purposes of this agreement the following articles with their stated terms and conditions have been modified:

Article 13.06 – Premium Pay the second, third and fifth paragraphs are amended as follows:

A. Overtime.

An employee shall be paid overtime for all work in excess of ten (10) hours of work in any one shift and forty (40) hours of work in any one (1) week, at one and one-half (1.5) times the basic rate of pay.

For purposes of clarification, it is agreed that the employee's first, second, and third scheduled days off follow the employee's four (4) scheduled workdays of their work schedule.

For all work performed on a shift starting on the employee's first, second or third scheduled day off, one and one-half (1.5) times the employee's basic rate of pay shall be paid for that shift. However, for all work performed on a shift starting on the employee's third scheduled day off, two (2) times the employee's basic rate of pay shall be paid for that shift, provided the employee worked on either the first or second scheduled day off and worked during each of the four regularly scheduled days.

Article 14.01 – Workweek the first paragraph is amended as follows:

Each workweek shall consist of forty (40) hours in pay status and all permanent fulltime employees shall be guaranteed a full workweek provided they are ready, willing and able to work, unless suspended, on layoff or leave without pay. The designated workweek shall normally consist of four (4) ten (10) hour work days and shall be specified on the assignment form.

Article 18.01 – Meal Break is amended as follows:

An unpaid meal period of not less than thirty (30) minutes or more than one (1) hour shall be allowed approximately midway of each shift. If the employee is scheduled to work more than twelve (12) hours in a day, the employee may request an additional meal period. The employee shall be relieved of all work-related duties and responsibilities during such meal periods.

Article 18.03 – Holidays the paragraphs following the listed holidays is amended as follows:

A designated holiday will normally be observed on the calendar day on which it falls, except that if the holiday falls on a bargaining unit member's regularly scheduled day off (RDO), the day of observance of the holiday will be rescheduled to a workday as provided below.

Holidays may be rescheduled to another day in the workweek or in the work schedule in which the holiday was to be observed with mutual agreement between the employee and supervisor.

If a designated holiday falls on a bargaining unit member's scheduled day of work (including when rescheduled) and the employee observes the holiday, the workday on which the holiday is observed will be scheduled as an eight (8) hour day. The difference between the eight (8) hour holiday and the scheduled hours of work for that day will, at the member's request and business permitting:

- a) be added to other days within the workweek; or
- b) be taken as Personal Leave in order to maintain the established schedule.

When option a) above is elected, Article 13.06(A) will not apply to the added hours.

Designated holidays may be converted to a floating holiday, if business permits, upon mutual agreement of the employee and their supervisor (and noted as such on their timesheet). The employee will be expected to work their regular schedule and eight (8) hours will be credited to the employee's leave account in lieu of holiday pay.

Alternate Workweek Schedule #2

The assigned nine (9) day work schedule will cover two (2) successive workweeks, resulting in eighty (80) hours of work over two (2) workweeks.

Forty (40) hours are established in each workweek to ensure compliance with the Fair Labor Standards Act. The defined workweek and scheduled hours will be according to one of the attached assignment forms. It is understood that an employee may be temporarily assigned to a normal workweek of five (5) consecutive eight (8) hour days, if necessary, to accommodate travel assignments, training or other reasons which would require such scheduling. When this temporary schedule change occurs, normal contractual provisions apply.

For purposes of this agreement the following articles with their stated terms and conditions have been modified:

Article 13.06 – Premium Pay the second and fifth paragraphs are amended as follows:

A. Overtime.

An employee shall be paid overtime for all work in excess of nine (9) hours of work in any one shift and forty (40) hours of work in any one (1) week, at one and one-half (1.5) times the basic rate of pay.

For all work performed on a shift starting on the employee's scheduled days off, one and one-half (1.5) times the employee's basic rate of pay shall be paid for that shift. However, for all work performed on a shift starting on the employee's last scheduled day off in each work week, two (2) times the employee's basic rate of pay shall be paid for that shift, provided the employee worked on each regularly scheduled day and worked on another scheduled day off in that workweek.

Article 14.01 – Workweek the first paragraph is amended as follows:

Each workweek shall consist of forty (40) hours in pay status and all permanent fulltime employees shall be guaranteed a full workweek provided they are ready, willing and able to work, unless suspended, on layoff or leave without pay. The two (2) week work schedule will consist of eight (8) days of nine (9) hours each, and one (1) day at eight (8) hours, for nine (9) days, eighty (80) hours work period. The designated workweek, the nine (9) day work schedule, and the two (2) week period shall be specified on the assignment form.

Article 18.01 – Meal Break is amended as follows:

An unpaid meal period of not less than thirty (30) minutes or more than one (1) hour shall be allowed approximately midway of each shift. If the employee is scheduled to work more than twelve (12) hours in a day, the employee may request an additional meal period. The employee shall be relieved of all work-related duties and responsibilities during such meal periods.

Article 18.03 – Holidays all paragraphs following the listed holidays is amended as follows:

A designated holiday will normally be observed on the calendar day on which it falls, except that if the holiday falls on a bargaining unit member's regularly scheduled day off (RDO), the day of observance of the holiday will be rescheduled to another day within the workweek.

If a designated holiday falls on a bargaining unit member's scheduled day of work (including when rescheduled) and the employee observes the holiday, the workday on which the holiday is observed will be scheduled as an eight (8) hour day and the remaining workdays will be nine (9) hours each.

Designated holidays may be converted to a floating holiday, if business permits, upon mutual agreement of the employee and their supervisor (and noted as such on their timesheet). The employee will be expected to work their regular schedule and eight (8) hours will be credited to the employee's leave account in lieu of holiday pay.

Alternate Workweek Schedule #3

The assigned seven (7) day work schedule will cover two (2) successive workweeks, resulting in eighty (80) hours of work over two (2) workweeks.

Forty (40) hours are established in each workweek to ensure compliance with the Fair Labor Standards Act. The defined workweek and scheduled hours will be according to one of the attached assignment sheets. It is understood that an employee may be temporarily assigned to a normal workweek of five (5) consecutive eight (8) hour days, if necessary, to accommodate travel assignments, training, or other reasons which would require such scheduling. When this temporary schedule change occurs, normal contractual provisions apply.

For the purposes of this agreement, the following articles with their stated terms and conditions have been modified:

Article 13.06 – Premium Pay; the second, third, and fifth paragraphs of subsection A are amended as follows:

A. Overtime.

An employee shall be paid overtime for all work in excess of twelve (12) hours of work in any one shift and forty (40) hours of work in any one (1) workweek, at one and one-half (1.5) times the basic rate of pay.

For purposes of clarification, it is agreed that the employee's scheduled days off follow the employee's seven (7) scheduled work days of their work schedule.

For all work performed on a shift starting on the employee's scheduled days off, one and one-half (1.5) times the employee's basic rate of pay shall be paid for that shift. However, for all work performed on a shift starting on the employee's fifth through the seventh scheduled day off following the seven (7) regularly scheduled days of work, two (2) times the employee's basic rate of pay shall be paid for that shift, provided the employee worked on each of the seven (7) regularly scheduled days of work and the first through fourth scheduled days off.

Article 14.01 – Workweek; the first paragraph is amended as follows:

Each workweek shall consist of forty (40) hours in pay status and all permanent fulltime employees shall be guaranteed a full workweek provided they are ready, willing and able to work, unless suspended, on layoff or leave without pay. The designated workweeks, the seven (7) day work schedule, and the two (2) week period shall be specified on the assignment sheet.

Article 18.01 – Meal Break is amended as follows:

An unpaid meal period of not less than thirty (30) minutes or more than one (1) hour shall be allowed approximately midway of each shift. If the employee is scheduled to work more than twelve (12) hours in a day, the employee may request an additional unpaid meal period. The employee shall be relieved of all work-related duties and responsibilities during such meal periods.

Article 18.02 – Relief Periods is amended to include:

The two (2), fifteen (15) minute relief periods may be allowed at non-standard times with mutual agreement between the employee and management. However, the relief periods shall not be combined with each other or the meal break provided in Article 18.01, used immediately after the beginning or immediately prior to the ending of a workday, or taken at times that unreasonably disrupt operations.

Article 18.03 – Holidays; all paragraphs following the listed holidays are amended as follows:

Designated holidays will be observed on the calendar day on which they fall. In order to maintain the established schedule, each employee will be expected to work their regular schedule, including designated holidays.

If a holiday falls on the employee's regular scheduled day of work, the employee shall be paid in accordance with Article 13.06(B) – Holiday Pay.

If a holiday falls on the employee's regularly scheduled day off, and the employee works the holiday, the employee will be paid two (2) times the employee's basic rate of pay for all hours worked.

If a holiday falls on the employee's regularly scheduled day off, the employee shall be credited with eight (8) hours of personal leave in lieu of holiday pay.

Article 19.02 – Use of Personal Leave is amended to include the following in the respective paragraphs:

- A. Leave use will be charged hour-for-hour up to the maximum number of hours the employee is scheduled to work on a day that leave is taken.
- B. Medical appointments such as physical, dental, vision, or hearing exams, except for emergency care, will be made on the employee's scheduled days off. Medical appointments on an employee's scheduled workday will require a doctor's certification that the employee was not fit for duty during the work time missed.

Article 19.03 – Mandatory Leave Usage; the third paragraph is amended as follows:

Up to eighty (80) hours of personal leave cashed-in under Article 19.04 will be applied to the employee's mandatory leave usage requirement.

Article 22.02 (A) – Promotion; subsection A is amended to include the following:

An employee wishing to be notified of job announcements posted on the employee's scheduled days off from the duty station must provide the Employer with a personal telephone number and/or email address, on the attached assignment sheet, at which the employee can be notified of such postings. If an employee does not respond within four (4) working days from the date contacted by the Employer, it will be determined that the employee does not wish to be considered for that posting. For the purposes of this subsection, "working days" are Monday through Friday. An employee who does not provide a personal telephone number or email address on the attached assignment sheet will not be notified of job announcements posted on the employee's scheduled days off.

Article 27 – State-Owned/Controlled Housing is amended to include:

Employees occupying State-owned or controlled housing will not be considered as vacating the quarters while on their days off or on leave. Pets will not be permitted at State-owned or controlled housing.

For the purposes of this agreement, the following additional terms and conditions apply:

1. Transportation

If an employee's place of residence, as noted on the attached assignment sheet, is fifty (50) miles or less from the duty station, the employee shall be responsible for securing transportation to and from the duty station and will be responsible for all associated costs.

If an employee's place of residence is more than fifty (50) miles from the duty station, or the employee's place of residence is not connected by road system to the duty station, the Employer may furnish round trip transportation to and from the duty station by aircraft (e.g., commercial airline), or by water (e.g., ferry), and may reimburse the employee for personal vehicle mileage or use of privately owned aircraft at the applicable rate according to the Privately Owned Vehicle Mileage Reimbursement Rates table published on the Division of Finance

Website. However, no reimbursement per the Privately Owned Vehicle Mileage Reimbursement Rates table will be made for the first fifty (50) miles. The decision as to whether the Employer will furnish transportation or provide reimbursement pursuant to this paragraph will be made by mutual agreement between the employee and management on the attached assignment sheet, subject to approval by the Human Resource Business Partner of the employing department. If transportation will be furnished by aircraft or water, the employee's airport of origin or port of origin will be selected by mutual agreement between management and the employee and noted on the attached assignment sheet.

Transportation to and from the duty station will be on the employee's own time, and the employee will not be considered to be in travel status.

Should an employee for whom transportation is furnished by the Employer fail to use the furnished transportation for any reason, the employee shall be responsible for transportation to and/or from the duty station at the employee's own expense.

2. Alternate Work Locations and Travel Thereto

The parties recognize that poor weather conditions may occasionally preclude transportation by air, road, or water. When an employee is unable to report to the employee's duty station due to unexpected transportation-related delays or cancellations outside the employee's control, the Employer may require or ask the employee to voluntarily perform work at an alternate location. If an employee voluntarily accepts work at an alternate location, the provisions of Article 15 will not apply. If an employee is required to work at an alternate location, the provisions of Article 15 will apply.

If an employee experiencing a transportation-related delay declines a voluntary work assignment at an alternate work location, the employee will not be considered ready, willing, and able to work. The employee will elect to utilize accrued leave (if available) or authorized leave without pay until the employee reports to work.

3. Duty Stations of Roving Crews and Peripatetics

An employee working on a roving crew or one with peripatetic work assignments will be assigned to the Juneau, Anchorage, or Fairbanks duty station, whichever is

nearest to the location(s) where the majority of the work is expected to be performed.

Regarding transportation to the location where work is to be performed, the Employer may at management's sole discretion, consider such location to function as the duty station solely for the purposes of numbered sections 1 and 2 above. If such a determination is made, however, the Employer will furnish and/or provide reimbursement for any required transportation to the location where work is to be performed.

Alternate Workweek Schedule #4

The assigned alternate work schedule will cover four (4) successive calendar weeks; four (4) forty (40) hour workweeks totaling one hundred sixty (160) hours of work over two (2) weeks, followed by two (2) weeks of regular days off.

Forty (40) hours are established in each workweek to ensure compliance with the Fair Labor Standards Act. The defined workweek and scheduled hours will be according to one of the attached assignment sheets. It is understood that an employee may be temporarily assigned to a normal workweek of five (5) consecutive eight (8) hour days, if necessary, to accommodate travel assignments, training, or other reasons which would require such scheduling. When this temporary schedule change occurs, normal contractual provisions apply.

For the purposes of this agreement, the following articles with their stated terms and conditions have been modified:

Article 13.06 – Premium Pay; the second, third, and fifth paragraphs of subsection A are amended as follows:

A. Overtime.

An employee shall be paid overtime for all work in excess of twelve (12) continuous hours of work in any one day. Overtime is paid at one and one-half (1.5) times the basic rate of pay. After working eighty (80) hours at the straight time rate of pay, the employee will be paid at the overtime rate of pay for all hours worked. Daily overtime will not be applied to meeting the above thresholds for increased overtime rates of pay.

For purposes of clarification, it is agreed that the employee's scheduled days off follow the employee's scheduled fourteen consecutive workdays.

This paragraph pertains only to work performed on scheduled days off (i.e., the fourteen scheduled days off following the fourteen scheduled workdays as listed on the attached assignment sheet). If an employee works on the employee's scheduled days off, one and one-half (1.5) times the employee's basic rate of pay shall be paid for all work performed on the first: five days of work. Two (2) times the employee's basic rate of pay shall be paid for all work performed on the employee's sixth through twelfth days of work. One and one-half (1.5) times the employee's basic rate of pay shall be paid for the employee's thirteenth and fourteenth days of work. For the purposes of this paragraph, scheduled days off do not necessarily coincide with days of work during scheduled days off. At the time the employee begins working the employee's regularly scheduled shift, the employee will return to the straight time rate of pay regardless of the days worked during the employee's scheduled days off.

Article 14.01 – Workweek; the first paragraph is amended as follows:

Each workweek shall consist of forty (40) hours in pay status and all permanent fulltime employees shall be guaranteed a full workweek provided they are ready, willing and able to work, unless suspended, on layoff or leave without pay. The designated workweeks, the fourteen (14) day work schedule, and the four-week period shall be specified on the assignment sheet.

Article 18.01 – Meal Break is amended as follows:

An unpaid meal period of not less than thirty (30) minutes or more than one (1) hour shall be allowed approximately midway of each shift. If the employee is scheduled to work more than twelve (12) hours in a day, the employee may request an additional unpaid meal period. The employee shall be relieved of all work-related duties and responsibilities during such meal periods.

Article 18.02 – Relief Periods is amended to include:

The two (2), fifteen (15) minute relief periods may be allowed at non-standard times with mutual agreement between the employee and management. However, the relief periods shall not be combined with each other or the meal break provided in Article 18.01, used immediately after the beginning or immediately prior to the ending of a workday, or taken at times that unreasonably disrupt operations.

Article 18.03 – Holidays; all paragraphs following the listed holidays are amended as follows:

Designated holidays will be observed on the calendar day on which they fall. In order to maintain the established schedule, each employee will be expected to work their regular schedule, including designated holidays.

If a holiday falls on the employee's regular scheduled day of work, the employee shall be paid in accordance with Article 13.06(B) – Holiday Pay.

If a holiday falls on the employee's regularly scheduled day off, and the employee works the holiday, the employee will be paid two (2) times the employee's basic rate of pay for all hours worked.

If a holiday falls on the employee's regularly scheduled day off, the employee shall be credited with eight (8) hours of personal leave in lieu of holiday pay.

Article 19.02 – Use of Personal Leave is amended to include the following in the respective paragraphs:

- A. Leave use will be charged hour-for-hour up to the maximum number of hours the employee is scheduled to work on a day that leave is taken.
- B. Medical appointments such as physical, dental, vision, or hearing exams, except for emergency care, will be made on the employee's scheduled days off. Medical appointments on an employee's scheduled workday will require a doctor's certification that the employee was not fit for duty during the work time missed.

Article 19.03 – Mandatory Leave Usage; the third paragraph is amended as follows:

Up to eighty (80) hours of personal leave cashed-in under Article 19.04 will be applied to the employee's mandatory leave usage requirement.

Article 22.02 (A) – Promotion; subsection A is amended to include the following:

An employee wishing to be notified of job announcements posted on the employee's scheduled days off from the duty station must provide the Employer with a personal telephone number and/or email address, on the attached assignment sheet, at which the employee can be notified of such postings. If an employee does not respond

within four (4) working days from the date contacted by the Employer, it will be determined that the employee does not wish to be considered for that posting. For the purposes of this subsection, "working days" are Monday through Friday. An employee who does not provide a personal telephone number or email address on the attached assignment sheet will not be notified of job announcements posted on the employee's scheduled days off.

Article 27 – State-Owned/Controlled Housing is amended to include:

Employees occupying State-owned or controlled housing will not be considered as vacating the quarters while on their days off or on leave. Pets will not be permitted at State-owned or controlled housing.

For the purposes of this agreement, the following additional terms and conditions apply:

1. Transportation

If an employee's place of residence, as noted on the attached assignment sheet, is fifty (50) miles or less from the duty station, the employee shall be responsible for securing transportation to and from the duty station and will be responsible for all associated costs.

If an employee's place of residence is more than fifty (50) miles from the duty station, or the employee's place of residence is not connected by road system to the duty station, the Employer may furnish round trip transportation to and from the duty station by aircraft (e.g., commercial airline), or by water (e.g., ferry), and may reimburse the employee for personal vehicle mileage or use of privately owned aircraft at the applicable rate according to the Privately Owned Vehicle Mileage Reimbursement Rates table published on the Division of Finance Website. However, no reimbursement per the Privately Owned Vehicle Mileage Reimbursement Rate table will be made for the first fifty (50) miles. The decision as to whether the Employer will furnish transportation or provide reimbursement pursuant to this paragraph will be made by mutual agreement between the employee and management on the attached assignment sheet, subject to approval by the Human Resource Business Partner of the employing department. If transportation will be furnished by aircraft or water, the employee's airport of origin or port of origin will be selected by mutual agreement between management and the employee and noted on the attached assignment sheet.

Transportation to and from the duty station will be on the employee's own time, and the employee will not be considered to be in travel status.

Should an employee for whom transportation is furnished by the Employer fail to use the furnished transportation for any reason, the employee shall be responsible for transportation to and/or from the duty station at the employee's own expense.

2. Alternate Work Locations and Travel Thereto

The parties recognize that poor weather conditions may occasionally preclude transportation by air, road, or water. When an employee is unable to report to the employee's duty station due to unexpected transportation-related delays or cancellations outside the employee's control, the Employer may require or ask the employee to voluntarily perform work at an alternate location. If an employee voluntarily accepts work at an alternate location, the provisions of Article 15 will not apply. If an employee is required to work at an alternate location, the provisions of Article 15 will apply.

If an employee experiencing a transportation-related delay declines a voluntary work assignment at an alternate work location, the employee will not be considered ready, willing, and able to work. The employee will elect to utilize accrued leave (if available) or authorized leave without pay until the employee reports to work.

3. Duty Stations of Roving Crews and Peripatetics

An employee working on a roving crew or one with peripatetic work assignments will be assigned to the Juneau, Anchorage, or Fairbanks duty station, whichever is nearest to the location(s) where the majority of the work is expected to be performed.

Regarding transportation to the location where work is to be performed, the Employer may, at management's sole discretion, consider such location to function as the duty station solely for the purposes of numbered sections 1 and 2 above. If such a determination is made, however, the Employer will furnish and/or provide reimbursement for any required transportation to the location where work is to be performed.

This agreement is effective July 1, 2025, and remains in effect through June 30, 2027, except that it may be canceled in whole or in part by either party with twenty (20) calendar days written notice.

This agreement is entered into solely to address the specific circumstances of this particular situation. It does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

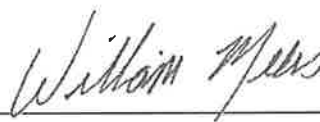
FOR THE STATE OF ALASKA:**FOR PUBLIC EMPLOYEES Local 71:**

TREG TAYLOR
ATTORNEY GENERAL



Rachel Witty
Civil Division Director
Department of Law

Date: 5/28/25



William Meers
Business Manager

Date: 5/23/2025

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC EMPLOYEES LOCAL 71
representing the
LABOR, TRADES and CRAFTS UNIT

Department of Transportation & Public Facilities
Flexibly Staffed Equipment Operator, Journey Positions

26-LL-067

The parties agree that the following terms and conditions of employment shall apply to Department of Transportation & Public Facilities Equipment Operator, Journey positions designated by the Department as flexibly staffed. No provisions of the July 1, 2024, through June 30, 2027, master agreement not specifically referenced herein are modified by this agreement.

Flexibly Staffed Equipment Operator, Journey 1/2 Positions:

1. Recognizing the difficulty of filling certain Equipment Operator, Journey 2 positions, the Department may select and designate certain permanent Equipment Operator, Journey 2 positions as flexibly staffed positions. These flexibly staffed positions may be filled at the Equipment Operator, Journey 1 (WG54) or Equipment Operator, Journey 2 (WG53) level, depending on the qualifications of the selected applicant. When employed under the terms of this agreement, the provisions of Article 13.01.C do not apply. The incumbent must agree to these terms by signing a copy of this agreement upon hire.
2. If the position is initially filled at the WG54 level for flex promotion to WG53, the following applies:
 - a. If the incumbent is hired without a Class 'A' Commercial Driver License (CDL), the incumbent must obtain one within six (6) months of their hire date or the incumbent's employment will be immediately terminated. The expense of obtaining the CDL will be borne by the trainee. The State will provide up to 40 hours of paid time for outside training and testing. In addition to successful obtainment of a Class 'A' CDL, all other conditions below apply.
 - b. The incumbent will be scheduled to work as a probationary employee at the WG54 level for up to one (1) year. In order to continue employment and advance to the next level, the incumbent must successfully pass the WG53 test,

- meet the competencies of the position, and receive ratings of “pass” for all requirements on the attached addendum.
- c. At the discretion of the Foreman, the incumbent may attempt the WG53 test at any time during the WG54 probationary period.
 - d. The incumbent will not be considered for promotion to vacant positions in the duty station or “daily upgrades” for pay purposes.
 - e. After successfully passing the WG53 test and demonstration of competencies, the attached addendum will be completed by the Foreman, approved by the Manager, and submitted to the Division of Personnel, Employee Relations Section (Employee Relations), with a courtesy copy to Local 71.
 - f. If any of the requirements on the attached addendum are marked “needs development,” the Foreman will recommend continued employment at the current level or termination of the employee. If the recommendation is for continued employment at the current level and the incumbent is reaching the end of their probationary period, the incumbent’s probationary period will be extended an additional two (2) months.
 - g. Upon receipt of the documentation recommending advancement to the next level, Employee Relations will flex promote the incumbent to Equipment Operator Journey 2 (WG53) effective the first day of the pay period following receipt of the documents. Employee Relations will notify the Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
 - h. If the incumbent is unable to successfully complete the WG53 test and/or does not obtain a signed addendum showing “pass” rating in each requirement by the completion of one (1) year of work in the position, unless extended as provided in 2.f above, the incumbent’s employment will be immediately terminated.
3. At any time while an incumbent is in probationary status at any level, Management may determine that the incumbent will not satisfactorily complete probation. In the event that an incumbent is unable to satisfactorily complete probation at any level, the incumbent shall have rights under Article 13.07.D of the agreement, if applicable, with duty station seniority accruing from the first day of employment, except that the incumbent will not be returned to a flexibly staffed position covered by this agreement.

Flexibly Staffed Equipment Operator, Journey 1/2/3 Positions (Rural Airports)

1. Recognizing the difficulty of filling certain Equipment Operator, Journey 3 positions located at rural airports, the Department may select and designate certain permanent Equipment Operator, Journey 3 positions located at rural airports as flexibly staffed positions. These flexibly staffed positions may be filled at the Equipment Operator, Journey 1 (WG54), Equipment Operator, Journey 2 (WG53), or Equipment Operator, Journey 3 (WG52) level, depending on the qualifications of the selected applicant. When employed under the terms of this agreement, the provisions of Article 13.01.C do not apply. The incumbent must agree to the below terms by signing a copy of this agreement upon appointment to the position.
2. If the position is initially filled at the WG54 level for flex promotion the following applies:
 - a. If the incumbent is hired without a Class 'A' Commercial Driver License (CDL), the incumbent must obtain one within six (6) months of their hire date or the incumbent's employment will be immediately terminated. The expense of obtaining the CDL will be borne by the trainee. The State will provide up to 40 hours of paid time for outside training and testing. In addition to successful obtainment of a Class 'A' CDL, all other conditions below apply.
 - b. The incumbent will be scheduled to work as a probationary employee at the WG54 level for up to one (1) year. In order to continue employment and advance to the next level, the incumbent must successfully pass the WG53 test, meet the competencies of the position, and receive ratings of "pass" for all WG53 requirements on the attached addendum.
 - c. The incumbent will not be considered for "daily upgrades" for pay purposes.
 - d. After successfully passing the WG53 test, demonstration of competencies, and receipt of "pass" ratings for all WG53 requirements on the attached addendum, the addendum will be completed by the Rural Airport Foreman, approved by the Airport Manager, and submitted to Employee Relations, with a courtesy copy to Local 71.
 - e. If any of the requirements for the WG53 level on the attached addendum are marked "needs development," the Rural Airport Foreman will recommend continued employment at the current level or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent's probationary period will be extended an additional two (2) months.
 - f. Upon receipt of documentation recommending advancement to the next level, Employee Relations will flex promote the incumbent to Equipment Operator, Journey 2 (WG53), effective the first day of the pay period following receipt of the documents. Employee Relations will notify the Foreman when the

- reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
- g. If the incumbent is unable to successfully complete the WG53 test and/or does not obtain a signed addendum showing “pass” rating in each requirement by the completion of one (1) year of work at the WG54 level, unless extended as above, the incumbent’s employment will be immediately terminated.
3. If the position is filled at the WG53 level through flex promotion according to paragraph 2 above, the following applies:
- a. The incumbent will be scheduled to work at the WG53 level for up to one (1) year, unless extended. In order to continue employment and advance to the next level, the incumbent must proficiently perform all the duties of an Equipment Operator, Journey 2, and receive ratings of “pass” for all WG52 requirements on the attached addendum.
 - b. The incumbent will not be considered for promotion to vacant positions in the duty station or “daily upgrades” for pay purposes.
 - c. After successful completion of required training, demonstration of competencies, and receipt of “pass” ratings for all WG52 requirements on the attached addendum, the addendum will be completed by the Rural Airport Foreman, approved by the Airport Manager, and submitted to Employee Relations, with a courtesy copy to Local 71.
 - d. If any of the requirements for the WG52 level on the attached addendum are marked “needs development,” the Rural Airport Foreman will recommend continued employment at the current level or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent’s probationary period will be extended an additional two (2) months.
 - e. Upon receipt of documentation recommending advancement to the next level, Employee Relations will flex promote the incumbent to Equipment Operator, Journey 3 (WG52) effective the first day of the pay period following receipt of the documents. Employee Relations will notify the Rural Airport Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
 - f. If the incumbent does not have an addendum showing “pass” in each requirement for the WG52 level by the completion of one (1) year of work at the WG53 level, unless extended as above, the incumbent’s employment will be immediately terminated.
4. If the position is filled at the WG53 level through initial hire or transfer, the following applies:

- a. The incumbent will be scheduled to work at the WG53 level for up to one (1) year, unless extended. In order to continue employment and advance to the next level, the incumbent must proficiently perform all duties of an Equipment Operator, Journey II, and receive ratings of “pass” for all WG52 requirements on the attached addendum.
 - b. If the Rural Airport Foreman determines the incumbent is fully proficient on all equipment at the duty station, the incumbent will be paid at the WG52 level through “daily upgrades” until the incumbent is flex promoted to the Equipment Operator, Journey 3 (WG52) level.
 - c. After successful completion of required training, demonstration of competencies, and receipt of “pass” ratings for all WG52 requirements on the attached addendum, the addendum will be completed by the Rural Airport Foreman, approved by the Airport Manager, and submitted to Employee Relations, with a courtesy copy to Local 71. The addendum will qualify the incumbent for advancement to the next level.
 - d. If the incumbent receives “needs development” ratings for any of the requirements for the WG52 level on the attached addendum, the Rural Airport Foreman will recommend continued employment at the current level or termination of the employee. If the recommendation is for continued employment at the current level, the incumbent’s probationary period will be extended an additional two (2) months.
 - e. Upon receipt of documentation recommending advancement to the next level, Employee Relations will flex promote the incumbent to Equipment Operator, Journey 3 (WG52) effective the first day of the pay period following receipt of the documents. Employee Relations will notify the Rural Airport Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
 - f. If the incumbent does not have an addendum showing “pass” ratings in each requirement for WG52 by the completion of one (1) year of work at the WG53 level, unless extended as above, the incumbent’s employment will be immediately terminated.
5. If required at the work location, the incumbent must successfully complete employer provided aircraft rescue and firefighting (ARFF) training and demonstrate ARFF competencies by the completion of one (1) year of work at the WG52 level. Otherwise, the incumbent’s employment will be immediately terminated.
6. At any time while an incumbent is in probationary status at any level, Management may determine that the incumbent will not satisfactorily complete probation. In the event that an incumbent is unable to satisfactorily complete

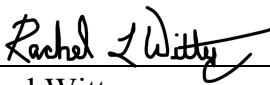
probation at any level, the incumbent shall have rights under Article 13.07.D of the agreement, if applicable, with duty station seniority accruing from the first day of employment, except that the incumbent will not be returned to a flexibly staffed position covered by this agreement.

This agreement is in effect from July 1, 2025, until June 30, 2027, except that it may be canceled in whole or in part by either party with twenty (20) calendar days' written notice.

This agreement is entered into solely to address the specific circumstances of this particular situation. It does not establish any practice or precedent between the parties. This agreement shall not be referred to in any other dispute, grievance, arbitration, hearing, or any other forum, except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA**FOR PUBLIC EMPLOYEES Local 71**

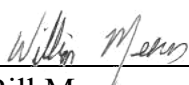
TREG TAYLOR
ATTORNEY GENERAL



Rachel Witty
Civil Division Director
Department of Law

7/1/25

Date



Bill Meers
Business Manager

7-1-25

Date

Employee's Signature

Date