ANCHORAGE, ALASKA
AR NO. 2008- 25

A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 959.

WHEREAS, the current collective bargaining agreement between the Municipality of
Anchorage (hereinafter “MOA”) and the International Brotherhood of Teamsters, Local 959,
(hereinafter “L-959”) expired August 31, 2007; and

WHEREAS, L-959 and MOA entered into good faith negotiations that resulted in a ratified
collective bargaining agreement through December 31, 2010; and

WHEREAS, Anchorage Municipal Code section 3.70.130 requires Assembly ratification of
any negotiated bargaining agreement ratified by the represented employees covered hereunder;
and

WHEREAS, it is in the best interest of the MOA and L-959 for this labor agreement to be
subject to the public review and approval process in order to foster good labor-management
relationships; and

WHEREAS, the Administration recommends ratification of this negotiated contract as set
forth in the Assembly Memorandum attached hereto; now, therefore,

THE ANCHORAGE MUNICIPAL ASSEMBLY RESOLVES:

Section 1. The collective bargaining agreement between the Municipality of Anchorage
and the International Brotherhood of Teamsters, Local 959, attached hereto and described in
the Assembly Memorandum submitted herewith, is ratified by the Assembly.

Section 2. This resolution shall become effective immediately upon its passage and
approval by the Assembly.

PASSED AND APPROVED by the Anchorage Assembly this _____day of ________,
2008.

______________________________
Chair

ATTEST:

______________________________
Municipal Clerk

AM 98-2008
**MUNICIPALITY OF ANCHORAGE**  
Summary of Economic Effects -- Utilities

AR Number: 2008-25  
Title: A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 959.

Sponsor: Mayor  
Preparing Agency: Employee Relations

Others Impacted: SWS Customers and SWS's Employees Represented by the IBT Local No. 959

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<th>CHANGES IN EXPENDITURES AND REVENUES:</th>
<th>(In Thousands of Dollars)</th>
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<td>FY08</td>
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<td>2000 Supplies</td>
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<td>3000 Other Services</td>
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<td>Less: 7000 Charges to Others</td>
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<td><strong>FUNCTION COST:</strong></td>
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**REVENUES:**

**CAPITAL:**

**POSITIONS: FT/PT and TEMP**

**PUBLIC SECTOR ECONOMIC EFFECTS:**

Employee costs represented here reflect only Solid Waste Services employees. The contract provides for competitive salary and benefits that will help to attract and retain employees to meet the needs of the citizens of Anchorage for the present and into the future. Benefit costs are included in wages. This contract expires 12/31/10. All financial components are effective January 1, 2008, even though the previous contract actually expired August 31, 2007.

**PRIVATE SECTOR ECONOMIC EFFECTS:**

None

Prepared by: David Otto, Employee Relations  
Telephone: 343-4399
MUNICIPALITY OF ANCHORAGE  
Summary of Economic Effects -- General Government

AR Number  2008-25  
Title: A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 959.

Sponsor:  Mayor  
Preparation Agency: Employee Relations  
Others Impacted: Public Transportation

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<td>Less: 7000 Charges to Others</td>
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<tr>
<td><strong>FUNCTION COST:</strong></td>
<td>$259</td>
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REVENUES:

CAPITAL:

POSITIONS: FT/PT and Temp

PUBLIC SECTOR ECONOMIC EFFECTS:

Employee costs represented here reflect only Public Transportation Department employees. The contract provides for competitive salary and benefits that will help to attract and retain employees to meet the needs of the citizens of Anchorage for the present and into the future. Benefit costs are included in wages. This contract expires 12/31/10. All financial components are effective January 1, 2008, even though the previous contract actually expired August 31, 2007.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by:  David Otto, Employee Relations  
Telephone: 343-4399
FROM: MAYOR


The Administration is proud to announce it reached an agreement on a three year, 4-month collective bargaining agreement (CBA) with the International Brotherhood of Teamsters, Local 959 (L-959). This agreement accomplishes all seven Assembly objectives, as set forth in AR 2007-84, and compares favorably with the recent public negotiations. For instance, this three year contract is much less expensive than the State of Alaska (SOA) and the Anchorage School District’s recent bargained contracts. The SOA beginning year salary increases from 3% to 5% with all the out years at 3% each year; this is a cost savings compared to other public bargained agreements.

Although the contract is described in detail below, including full compliance with the Assembly bargaining guidelines, it is important to recognize the ratification vote means our Teamsters’ employees agree this is a fair and equitable agreement. The cost saving associated with labor peace is profound as it allows employees to focus on service to the public and not on personal concerns of employment.

The changes most pertinent to the direction contained in AR 2007-84 are as follows:

- Freezes the Service Recognition Program (SRP) for those employees currently receiving SRP and introduces a performance pay system. This action eventually eliminates SRP through attrition
- Requires employees to pay 50% of cost increases in health benefits for 2009 and 2010
- Eliminates MOA’s supplemental Injury Leave compensation
- Wage rates: 2.7% in 2008; 3.0% in 2009; previous year CPI-U (minimum of 2.5% and maximum of 3.9%) in 2010.
- Numerous changes to reduce administrative burdens (e.g., elimination of injury leave, freezes to non-cashable annual leave accounts and combining non-cash and annual leave into one account; clarification of formulas used to pro-rate pay and benefits; elimination of Blood Donation language; recognition of MOA’s right to collect overpayments)
- Creates a Union leave bank funded by employee donations with a 500 hour cap. This eliminates the need for the MOA to fund negotiations and other Union business

AR 2008-95
• Introduces a health wellness program and garners Union support for employee participation
• There is no “Strike” language in this contract.
• All financials are effective on or after the first full pay period in January 2008, even though the CBA expired August 31, 2007. This represents an additional four month savings


Prepared by: Employee Relations Department
Approved by: David Otto, Employee Relations Director
Concur: Mike Abbott, Municipal Manager
Respectfully submitted: Mark Begich, Mayor
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