

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
INLANDBOATMEN'S UNION of the PACIFIC, ALASKA REGION
representing the
AMHS UNLICENSED VESSEL EMPLOYEES

Rule 23.08(A); Union Business Leave

16-II-109

It is agreed between the parties that the following terms and conditions of employment apply to the below identified employees covered by the Inlandboatmen's Union (IBU) of the Pacific, Alaska Region. No provision of the July 1, 2014, through June 30, 2017, Master Agreement not specifically referenced herein is modified by this agreement.

1. Rule 23.08(A) is amended as follows:
(A) Members shall have six (6) hours of vacation contributed to the Union Business Leave Bank on an annual basis. Contributions shall take place annually on or about August 1. Such vacation shall be converted to dollars at the hourly rate of the donor and transferred to the Union Business Leave Bank. All vacation transferred to the Bank is final and not recoverable for re-credit to an individual's vacation account. If the Union believes an improper contribution has been made to the business leave bank the Regional Director must request correction within thirty (30) days of the contribution or from becoming aware of the improper contribution.

Once the Bank has reached an accumulation of one hundred and ten thousand, five hundred dollars (\$110,500.00), contributions shall cease and will be reinstated only when the cash value in the Business Leave Bank drops below forty-two thousand, five hundred dollars (\$42,500.00). The Union shall be responsible for monitoring the balance in the Union Business Leave Bank and will notify the AMHS when the ceiling and floor dollar amounts are met.

Withdrawal requests from the Bank will be for purposes of contract negotiations, executive meetings, training sponsored by the Union and other purposes as may be determined by the Regional Director. Requests for withdrawal from the Bank shall be made only by the Regional Director to the Director of the Division of Labor Relations on forms mutually agreed on by the parties and furnished by the Union.

For hours requested on dates which do not coincide with an IBU member's scheduled work week(s), the member shall receive only a cash-out for the hours requested from the Union Business Leave Bank. The cash-out shall be treated in the same way as a cash-out of the member's personal vacation leave hours.

This agreement is effective December 15, 2015, and remains in effect through June 30, 2017. This agreement is entered into solely to address the specific circumstance 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:

/*Signature on File*/

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

Date

12/29/15

FOR IBU:

/*Signature on File*/

Joshua J. Stephenson
Joshua J. Stephenson, Regional Director
Inlandboatmen's Union of the Pacific
Alaska Region

Date

23-DEC-2015