

**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 31.03; Sick Leave**

17-II-052

It is agreed between the parties that the following terms and conditions of employment apply to all employees covered by the Inlandboatmen's Union 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 31.03** is amended as follows:

**31.03** Sick leave may be claimed from the accumulated days of credit for any crew member for illness or injury that incapacitates the crew member to the extent that the employee is unable to perform assigned work. The employee shall notify the Employer of incapacitating illness or injury at the earliest possible time so that arrangements for a relief crew member may be made. Sick leave can be claimed for injury or illness that renders the employee unable to perform assigned work. If the claim is within twelve (12) hours of the start of an assignment, and the Employer suspects abuse the Employer can require a physician's certificate. Employees can be required to provide a physician's certificate for illness of less than three days when improper use is suspected. It is the employee's responsibility to notify the dispatch office of injury or illness. Failure to notify the dispatch office may result in disciplinary action. Use of approved sick leave will be according to how the employee was assigned, or the missed scheduled assignment. Continued use of approved sick leave will follow the employee's last scheduled assignment, regardless of seniority.

This agreement is effective July 1, 2016, through June 30, 2017, and may be canceled by either party with forty-five (45) days written notice. 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:**

**FOR IBU:**

*for* Nancy Sutch  
Kate Sheehan, Director  
Division of Personnel & Labor Relations  
Department of Administration

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

Date

Date

7/18/16

18-July-2016