

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

Vacation and "A" Days Cash-in

18-II-079

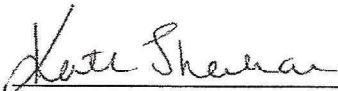
It is agreed between the parties that the following terms and conditions of employment apply to members of the Inlandboatmen's Union employed by the Alaska Marine Highway System, Department of Transportation & Public Facilities. No provisions of the July 1, 2014 through June 30, 2017 master agreement not specifically referenced herein is modified by this agreement.

1. A new rule regarding vacation cash-ins will be incorporated into the master agreement as follows:  
**Rule 23.13 – Vacation Cash-in**  
Employees who have earned vacation hours, upon written request to the Employer, shall receive payment for accrued but unused vacation. An employee may not request or receive a vacation cash-in that would reduce the employee's accrued vacation balance below twelve (12) hours. Upon payment, the employee's vacation balance shall be reduced by the number of hours for which payment is made.
2. Rule 23.13 of the Southwest Supplemental Agreement is amended to the following:  
Employees covered by this section who have an "A" Day balance greater than one (1) day, upon written request to the Employer, shall receive payment for accrued but unused "A" Days. An employee may not request or receive an "A" Days cash-in that would reduce the employee's accrued "A" Days balance below one (1) day. Upon payment, the employee's "A" Day balance shall be reduced by the number of hours for which payment is made.
3. Requests for cash-ins shall be made using the State of Alaska Leave Slip form. Payment shall be made no later than one (1) pay period following the pay period in which the request is received. No more than six (6) vacation or "A" Days cash-ins will be processed in a calendar year.

This agreement is effective upon signing and remains in effect until a successor agreement is negotiated between the parties, except that it may be canceled by either party with one (1) month's 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 THE IBU:



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

12/7/17  
Date



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

5-Dec-17  
Date