

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

AMHS New Hire Stewards Orientation

18-II-112

It is mutually agreed between the parties that the following terms and conditions of employment shall apply to those candidates being newly hired by the Department of Transportation & Public Facilities, Alaska Marine Highway System (AMHS) and represented 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.

This agreement is to cover the period of time that these new hire Steward Department employees attend an approximate three-week long new hire orientation program held in Ketchikan, typically in the spring and fall of each year. The candidates will be notified of the specific date of the orientation program once a job offer is extended.

1. Newly hired employees attending the new hire Steward orientation program will be entitled to compensation for actual hours spent in orientation and training. Compensation will be at the probationary Steward straight time rate of pay according to Rule 17.02.
2. To certify their attendance at the orientation program and to be compensated, employees will be required to fill out an AMHS time sheet and have it approved by an authorized Passenger Services representative.
3. Employees will not be entitled to any premium pay, or other compensation, while attending the orientation program, including, but not limited to, overtime, minimum guarantee, laundry/uniform allowance, or holidays.
4. The first day spent in orientation will be considered the employee's hire date for the purpose of seniority and for meeting leave accrual thresholds.
5. In order to be paid at the higher Alaska resident salary employees must apply for and support their claim for COLD eligibility in accordance with Rule 17.01.
6. Upon successful completion of the new hire orientation program employees will be placed into leave without pay and will remain in leave without pay until they are dispatched or separated.

This agreement is effective upon signature and remains in effect through June 30, 2019. This agreement is entered into solely to address the unique circumstances of the situation and does not establish any practice or precedent between 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* Nancy Sutch  
Kate Sheehan, Director  
Division of Personnel & Labor Relations  
Department of Administration

Date

3/19/18

FOR THE IBU:

Darryl Tseu  
Darryl Tseu, Regional Director  
Inlandboatmen's Union of the Pacific  
Alaska Region

Date

3/19/2018