

John Cyr

Report to the Board and Members 12/12/05

1. Status of Negotiations

A. Soldotna

Johnny Whitehead, Soldotna PD President and I met with the city to work out details of contract. Negotiations are ongoing. We have agreed in principal regarding OT for recall, bereavement leave, and the increase pay for police clerks. We will need to meet one more time to finalize language.

B. Ketchikan

The Ketchikan bargaining team and I met with the city on December 7th. The items on the table were employee rights, grievance procedure and the financial package. The city has refused to bargain in good faith. PSEA is sending a letter to the city requesting that they respond in writing and let us know if their team has the authority to bargain and TA the contract.

2. Political Action

I have not been able to meet with the entire list of candidates that we tentatively agreed upon. I hope to be able to increase my availability in the next two weeks. Yvonne has been working with the Baranof Hotel identifying dates and picking a menu for our legislative reception in Juneau. The open dates are Feb., 14, 15, 21, 22, 28, and March 21st.

Senator Con Bunde's wife has passed away. I am recommending that PSEA follow the family's wishes and donate to the stained glass fund at the Bunde's church rather than send flowers. Our condolences to the Bunde family.

3. Challenge to Tier IV

The labor coalition met on December 12th to discuss the hiring of an actuary to research the state's assumptions. Unfortunately I had a prior commitment and was not able to attend.

4. Office Space

Pacific Reality has notified us that Alaska Housing is prepared to exchange space with us in this building. Their architects have been working on the as-built drawings for the last two weeks. I have signed a new contract for reduced space and the office should be moved during the first week of February.

5. Contract enforcement

PSEA was able to settle one more grievance with the City of Juneau on behalf of JPEA. We reached settlement on an officer dismissal case. The officer was able to resign, keep his certificate, and received a \$12,000. severance check.

We have settled four transfer grievances. The members have agreed to drop the grievances and in turn would receive a settlement that includes a relocation offset of \$5000.

We have signed an LOA with the State agreeing to drop the leave blackout grievance. The LOA sets up a committee of up to 5 members and up to 5 management staff to discuss leave blackout and recommend a resolution to the leave situation.

We also are pursuing an LOA that would extend a members injury leave. He was struck by a drunk driver and his leave is about to expire. The LOA would extend his leave until June 6, 2006.

We have settled the issues of business leave with the State. The state has agreed that we shall continue with past practice.

We have two ongoing grievances regarding just discipline, one involving a one day suspension and the other a three day suspension. We are trying to settle both of these short of arbitration.

We have filed a new grievance with the State regarding court recall. The grievant was denied recall overtime for court duty while on injury leave.

We continue to see a number of complaints and the possibility of grievances surrounding transfers. The State has granted and then revoked the transfer of a member to Cooper Landing, subsequently granting the transfer to a more senior member. Both members' rights need to be protected in the process. We are working on a settlement that would involve the shifting of PCNs and moving a third Trooper at his request.

We are also seeing a disturbing number of AI's being done on our members. Significantly, the complaints that are causing the AI's are not work related and as such should be outside the Departments scope.

I attended a shooting review board as the members' union representative on November 14th and 15th. I would recommend that PSEA designate one or more members to be recommended as our members choices as review board participants. As society grows more litigious I believe the State will be less likely in indemnify our members in these situations and it would

only make sense to have someone who is tactically sound and trained in the nuance of review board protocol to be our members' participant on the Board.

It is my recommendation that the AST Chapter and our municipal chapters establish a grievance review committee and enact grievance guidelines as part of the Chapters policy.

6. Alaska Police Standards Commission

The APSC has passed a significant change in its reporting procedure that has serious implications to our ability to advocate for our membership. The Commission has asked the Attorney General's office to respond to the questions we raised in our position paper.

PSEA was successful in gaining an independent hearing to retain a dismissed officer's certificate.

Should you have any questions regarding any of these issues or any other concern please don't hesitate to call me at the PSEA office 1 877 337 1979 or e-mail me at jcyr@psea.net