

Municipal Clerk's Office
Approved
Date: **December 17, 2019**

Submitted by: Assembly Chair Rivera
Assembly Member Zaletel
Assembly Member Dunbar
Prepared by: Assembly Counsel
For reading: December 17, 2019

**ANCHORAGE, ALASKA
AR NO. 2019-417(S)**

1 **A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY**
2 **ESTABLISHING GENERAL LABOR RELATIONS POLICY GUIDELINES AND**
3 **DIRECTION FOR COLLECTIVE BARGAINING AND CONTRACT**
4 **NEGOTIATIONS.**
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7 **WHEREAS**, Anchorage Municipal Code subsection 3.70.090D. provides the
8 Assembly with an opportunity to set general labor relations policy and directions for
9 contract negotiations; and

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11 **WHEREAS**, approximately nine years have elapsed since the Assembly last
12 set general labor relations policy and directions for contract negotiations under
13 AR 2010-86 (copy attached); and

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15 **WHEREAS**, the position of the Municipality of Anchorage is significantly
16 different than it was in 2010; and

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18 **WHEREAS**, employee wages and benefits are a significant cost of Municipal
19 government, approximately 56% of its annual general government operating
20 budget; and

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22 **WHEREAS**, longer-term collective bargaining agreements provide budgetary
23 stability and avoid the time and expense of negotiating shorter-term agreements;
24 and

25
26 **WHEREAS**, if economic conditions or other factors and variables change,
27 parties to a labor agreement can mutually agree to undertake collective bargaining
28 at any time under AMC section 3.70.090E. and may modify or amend an explicit
29 term or written provision which has financial consequences by administrative
30 agreement, subject to approval by the employee organization and Assembly; and

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32 **WHEREAS, good faith collective bargaining over wages, hours and**
33 **other terms and conditions of employment is the policy of the Municipality of**
34 **Anchorage under Anchorage Municipal Code sections 3.70.010 (collective**
35 **bargaining definition), 3.70.020, and 3.70.140; and**
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1 **WHEREAS, to meet the duty to bargain in good faith, it is essential that**
2 **these policy objectives be viewed simply as guidelines to allow the**
3 **Administration and employee organizations to work together to adapt to**
4 **changing conditions and achieve mutually beneficial solutions; and**
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6 **WHEREAS**, the parties to collective bargaining **also** benefit from direction
7 from the Assembly regarding its priorities and expectations;
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10 **NOW THEREFORE, the Anchorage Assembly resolves that** in labor
11 contract negotiations with the Municipality’s employee bargaining units that begin
12 after the date of this Resolution, the Administration is expected by the Assembly to
13 negotiate provisions meeting these policy objectives:
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- 15 1. The term of any collective bargaining agreement **may [shall]** be up to five
16 years in duration.
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- 18 2. Increases in **wages, benefits, and other forms of** compensation shall take
19 into account **[economic feasibility,]** workload, productivity, the cost of
20 living as measured by the annual increase in the Consumer Price Index for
21 All Urban Consumers (CPI-U) for Urban Alaska published by the United
22 States Department of Labor, **Municipal economic feasibility**, the parties'
23 bargaining history, relevant market comparisons in the public sector and
24 relevant market comparisons in the private sector taking into account the
25 cost of living in the markets compared, the Municipality’s past practice, and
26 impact on personnel or workplace morale.
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- 28 3. The Municipality and employees should share in the cost of providing health
29 care.
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- 31 4. Collective bargaining agreements shall have wage and benefit structures
32 designed to minimize unnecessary employee turnover and its costs to the
33 Municipality.
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- 35 5. Work rules that result in costly processes and procedures with little or no true
36 added value are to be eliminated.
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- 38 6. The Municipality and bargaining representatives should work collaboratively
39 to identify more efficient and cost-effective means to carry on the work of the
40 Municipality, including exploration of both union and administration-based
41 solutions to curbing health care costs.
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1 PASSED AND APPROVED by the Anchorage Assembly this 17th day of
2 December. 2019.
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Chair
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9 ATTEST:

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Municipal Clerk