

SUMMARY OF GAINS & LOSSES

TENTATIVE AGREEMENT FOR JANUARY 1, 2026,
TO DECEMBER 31, 2029
as compared to the Current AMEA Contract

Prepared by your Contract Negotiating Committee



Dear AMEA Member,

The Contract Negotiating Committee of AMEA Local 16 urges all members to support and ratify the Tentative Agreement (TA) we have reached with the Municipality of Anchorage for the 2026–2029 AMEA Collective Bargaining Agreement (CBA or contract). After months of bargaining, we believe this agreement represents the best possible outcome for our members we could achieve in this round of negotiations—delivering meaningful gains in wages, benefits, and healthcare.

This tentative agreement represents far more than a contract—it stands as testimony in what we can achieve together through collective bargaining. Backed by the professional experience of our Alaskan AFSCME affiliate, the Alaska State Employees Association, Local 52—and strengthened through collaboration that brings local knowledge, advocacy, and commitment to Alaska’s workers.

Key achievements of the Tentative Agreement include:

- **Wage Schedule & Increases:** The parties agreed to the addition of steps 7-12 at 2.5% increases each year (Employees that have been at Step 6 for more than 12 months will receive the 2.5% Step 7 increase January 1, 2026, and Step 8 increase on their merit anniversary date in 2027). The parties agreed to increases of 3% in the first year, and a 2.5% Cost of Living adjustment (COLA) in each of the remaining contract years (2027-2029).

Employees in years 1-6, with step increases, will see their wages increase 8% in year 1 and 7.5% in each of the following three years. For employees in years 7-12, with the new steps, they will see their wages increase 5.5% in year 1 and 5% in each of the following three years.

- **Employer Healthcare Contributions:** The employer contribution increased to \$2,534 per employee per month toward Health Benefit Plan coverage for each eligible employee. In the succeeding years, employer contributions will increase based on the CPI-U from the previous calendar year.
- **Benefits:** The parties agreed to incorporate Paid Parental leave and telework in the contract and added June 19th (Juneteenth) and Indigenous Peoples Day as a Municipal Holidays.

These tentative agreements reflect our commitment to advancing the interests of our union members.

The Contract Negotiating Committee unanimously recommends ratification of this agreement and urges all AMEA members to participate in the upcoming vote.

Together, we have made significant strides forward. Let's continue to stand united for the advancement of all AMEA members.

In solidarity,

AMEA Contract Negotiating Committee

GAINS & LOSSES. The following chart summarizes the changes in the tentative agreement, grouped by what our Contract Negotiators identified as gains, losses, or neutral items compared to the current collective bargaining agreement.

GAIN: The following articles/sections have new language that is an improvement from the current contract.		
ARTICLE	ARTICLE TITLE	REMARKS
3	Employment	3.8.B Acting Assignment - Increase rate of pay for acting. Employees now receive 15% (up from 10%) when temporarily assigned to a higher-level or executive position.
4	Holidays and Leave	4.1 Additional Holidays - Juneteenth and Indigenous People's Day 4.4.1.A.4 - Rehired employees can now retain prior service credit for determining leave accrual if they return within 10 years 4.14 - Paid Parental Leave formally incorporated into the contract
5	Compensation	5.1 Wage Rates - § A. Steps 7 through 12 are added to the wage schedule, providing a 2.5% increase each year over the next 6 years. Employees who have been at Step 6 for more than 12 months as of January 1, 2026, will receive the Step 7 (2.5%) increase on that date. They will then advance one step on their merit anniversary date each year during the succeeding three years of the agreement. Employees will receive annual wage increases as follows: § B. Wage increase of 3% in 2026 § C. Wage increase of 2.5% in 2027 § D. Wage increase of 2.5% in 2028 § E. Wage increase of 2.5% in 2029 Employees in years 1-6, with step increases will see their wages increase 8% in year 1 and 7.5% in each of the following three years. Employees in years 7-12, with the new steps, will see their wages increase 5.5% in year 1 and 5% in each of the following three years.
6	Benefits	6.1.4 Municipal and Employee Contributions - the employer contribution increased to \$2,534 per employee per month toward Health Benefit Plan coverage for each eligible employee. That is an 8.4% increase over what employees would have gotten under the old language. 6.1.5 Health Benefit Adjustments - The employer contribution will increase based on CPI-U (inflation) in 2027, 2028, & 2029
7	Discipline and Resolution of Dispute	7.1.4 Record Retention - Clarification Language and two additional days to respond to a report
10	Scheduling	10.4 Telecommuting/Telework formally incorporated into the Contract
11	Classifications	11.2 Classifications (Public Health Nurse 15E, Senior Public Health Nurse 17E) Roughly 8-10% increase in wages. 11.3 Wage Schedules - revised to reflect the additional six steps and increases as described in 5.1
NEUTRAL: The following article/sections have maintained status quo. There has been no change in language or new language has been added to clarify intent or process.		
ARTICLE	ARTICLE TITLE	REMARKS
1	Preamble	No change to the current contract language
2	General Provisions	2.1 Purpose of Agreement - new language about dignity, respect, and a positive work environment and confirms employees' right to use all available municipal procedures and protections. 2.5 Non-Discrimination - new language clarifies that discrimination complaints follow legal and municipal procedures, not the grievance process and reinforces employees' access to all municipal EEO and non-discrimination protections. 2.11 Employee Orientation - clarifies three days for notice as working days.
3	Employment	3.12 Work By Non-Employees - Interns and externs are now officially recognized in the contract. No operational change — this addition simply codifies what was already being done.
4	Holidays and Leave	4.3.1.B Elimination of Branch Library language 4.4.2 Shift in timing for mandatory leave usage of 80 hours before the first of October 2027 and moving forward. Transition year - 60 hours of annual leave in 2026 by the last full pay period in September.
7	Discipline and Resolution of Dispute	7.1 Discipline - Clarification Language 7.1.3 Reporting - Clarification Language 7.3.1 - Step One (Grievance) - Clarification Language
8	Work Rules	8.1.3 Safety Committee - Safety Committee language has been removed, as safety meetings and trainings are now managed within each department or agency. 8.1.4 Confined Space Entry (Updated title) New language specifies that confined spaces include, but are not limited to, manholes, ditches, holding tanks, and trenches. Muni shall provide <u>all</u> required safety equipment.
9	Miscellaneous Provisions	No change to the current contract language
12	Terms of Agreement & Renegotiations	12.1 Effective Date and Duration changed to match this contract
13	Agreement	No change to the current contract language
LOSS: The following articles/sections include changes that represent a loss or are less favorable compared to the current contract.		
ARTICLE	ARTICLE TITLE	REMARKS
10	Scheduling	10.3.B Meal Breaks - changes may be considered less favorable Deleted language - employees working through a meal break were paid overtime immediately, with advance supervisor approval. Added language - Meal breaks cannot be rescheduled during the first or last hour of a shift. Meal breaks may only be skipped or rescheduled for emergencies, good business reasons, or mutual agreement, with supervisor approval when possible. If employees must work through a meal break due to operational needs, the Municipality must arrange alternate meal opportunities. Overtime pay for missed meal breaks now follows general overtime rules, applying only after 40 hours worked per week, not immediately. (If you have 40 hours before your end of shift on a Friday before Monday Holiday you will be considered in full paid status to receive the Holiday Pay)

AMEA Contract Negotiating Committee

Paul Hatcher
AMEA Negotiator
AMEA President

Regina James
AMEA Negotiator
AMEA Treasurer

Doug Carson
AMEA Chief Spokesperson
ASEA Lead Business Agent

Annie Fowler
AMEA Negotiator
AMEA Board Member

MaryAnn Ganacias
AMEA Notetaker
ASEA Assistant Executive Director

Chelsea Ward-Waller
AMEA Negotiator
AMEA Vice President

Jennifer Satterfield
AMEA Negotiator
AMEA Board Member



CONTRACT RATIFICATION VOTE

The AMEA contract ratification vote will be conducted **via email** using the secure online voting platform **Election Runner**.

Voting Period: To be announced

Platform: Election Runner (via your personal email)

Eligible members will receive their electronic ballot **at their personal email address**. Please check your inbox (and spam or junk folders) for an email from **Election Runner** containing your unique voting link and instructions.

Your participation is important — please take a moment to review the Tentative Agreement and cast your vote during the voting window.