

State of Alaska FY2005 Governor's Operating Budget

Department of Labor and Workforce Development Alaska Labor Relations Agency Component Budget Summary

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Component: Alaska Labor Relations Agency

Contribution to Department's Mission

The Alaska Labor Relations Agency contributes to the department's mission of full employment by facilitating cooperative relations between Alaska's public employers and the labor organizations that represent public employees.

Core Services

Enforces the Public Employment Relations Act (PERA) and the labor relations provisions of the Alaska Railroad Corporation Act (ARCA). The Agency promotes cooperative relations between government and its employees and protects the public's interest in the provision of uninterrupted government services.

The Agency has statewide jurisdiction over public employers that include the State of Alaska, political subdivisions, public school districts, the University of Alaska, and the Alaska Railroad. Jurisdiction extends to labor organizations that represent public employees.

Enforces terms of collective bargaining agreements, conducts elections on union representation for collective bargaining, and investigates unfair labor practice complaints, unit composition disputes, representation and other issues.

End Results	Strategies to Achieve Results
<p>(1) Labor peace for Alaska's public employers and public employees.</p> <p><u>Target:</u> Resolve cases within Alaska Labor Relations Board's time targets. <u>Measure:</u> Percentage of cases resolved within Board's time targets.</p>	<p>(1) Reduce the time spent resolving cases.</p> <p><u>Target:</u> Complete investigation of priority one unfair labor practice complaints in an average of 2 months. <u>Measure:</u> Average amount of time to complete priority one investigations.</p> <p><u>Target:</u> Complete investigation of priority two unfair labor practice investigations within an average of 6 months. <u>Measure:</u> Average amount of time to complete priority two investigations.</p> <p><u>Target:</u> Hold hearings within 3 months after prehearing conference scheduled. <u>Measure:</u> Percentage of hearings held within 3 months.</p> <p><u>Target:</u> Issue decisions and orders within an average of 90 days from record closure. <u>Measure:</u> Average amount of time to issue decisions and orders.</p> <p>(2) Maintain a timely representation election process.</p> <p><u>Target:</u> Complete representation elections within 100 days, except when hearing is required, employees are not working in sufficient numbers to conduct a valid election, or the Alaska Labor Relations Board issues a delay order. <u>Measure:</u> Percentage of representation elections completed within 100 days.</p>

Major Activities to Advance Strategies

- Encourage settlement of disputes.
- Increase staff productivity and efficiency.
- Improve communications with Board members to enhance efficiency and productivity.

FY2005 Resources Allocated to Achieve Results

FY2005 Component Budget: \$369,000

Personnel:	
Full time	4
Part time	0
Total	4

Performance Measure Detail

(1) Result: Labor peace for Alaska's public employers and public employees.

Target: Resolve cases within Alaska Labor Relations Board's time targets.
Measure: Percentage of cases resolved within Board's time targets.

Analysis of results and challenges: Agency staff applied streamlining procedures to substantially reduce a case backlog. There are some measures that the Agency must develop to capture accurate data. The data will be developed and available by July 2004.

(1) Strategy: Reduce the time spent resolving cases.

Target: Complete investigation of priority one unfair labor practice complaints in an average of 2 months.
Measure: Average amount of time to complete priority one investigations.

Analysis of results and challenges: No analysis available because Agency staff are modifying database to collect this performance data. The data will be developed and available by July 2004.

Target: Complete investigation of priority two unfair labor practice investigations within an average of 6 months.
Measure: Average amount of time to complete priority two investigations.

Analysis of results and challenges: No analysis available because Agency staff are modifying database to collect this performance data. The data will be developed and available by July 2004.

Target: Hold hearings within 3 months after prehearing conference scheduled.
Measure: Percentage of hearings held within 3 months.

Analysis of results and challenges: No analysis available because Agency staff are modifying database to collect this performance data. The data will be developed and available by July 2004.

Target: Issue decisions and orders within an average of 90 days from record closure.
Measure: Average amount of time to issue decisions and orders.

Analysis of results and challenges: No analysis available because Agency staff are modifying database to collect this performance data. The data will be developed and available by July 2004.

(2) Strategy: Maintain a timely representation election process.

Target: Complete representation elections within 100 days, except when hearing is required, employees are not working in sufficient numbers to conduct a valid election, or the Alaska Labor Relations Board issues a delay order.

Measure: Percentage of representation elections completed within 100 days.

Analysis of results and challenges: No analysis available because Agency staff are modifying database to collect this performance data. The data will be developed and available by July 2004.

Key Component Challenges

We have made substantial progress on the unit clarification (UC) caseload, a long-term challenge that arose in 1995. Through creation of a streamlining procedure in 1998, we have reduced the UC caseload from 76% of the Agency's caseload in 1998 to 44% of the current caseload. But we must further reduce the UC caseload and resolve the older pending cases.

All 12 State bargaining units, the University of Alaska, and approximately half of the 65 school district units are in contract negotiations currently. Negotiations have increased the number of bargaining-related unfair labor practice charges. The challenge is to provide ongoing customer services and still provide a forum for timely resolution of disputes that arise because of collective bargaining negotiations.

Significant Changes in Results to be Delivered in FY2005

No significant changes to results are anticipated.

Major Component Accomplishments in 2003

By applying streamlined unit clarification procedures, ALRA increased the number of investigations completed by 30% from 2002.

The agency increased the number of high priority unfair labor practice investigations by 90% in 2002. This increase allowed the Agency to investigate all of the high priority cases as established by the board.

ALRA staff continued to play a proactive role in the Alaska chapter of the Industrial Relations Research Association (IRRA). IRRA-Alaska gives labor, management and neutral professionals from labor relations and human resources the opportunity to share ideas and learn about new developments in the field. A non-partisan organization, IRRA-Alaska serves as a resource to public and private business in Alaska. IRRA educated Agency staff in labor relations trends and fostered better communication among public employers and public employee unions.

Statutory and Regulatory Authority

Statutory Authority:

AS 23.05.360 - .390

AS 23.40.070 - .260

AS 42.40.705 - .890

Alaska Labor Relations Agency (ALRA)

Public Employment Relations Act (PERA)

Alaska Railroad Corporation, Labor Relations

Administrative Regulations:

8 AAC 97.010 - .990

Collective Bargaining Among Public Employees

Contact Information

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**Alaska Labor Relations Agency
Component Financial Summary**

All dollars shown in thousands

	FY2003 Actuals	FY2004 Authorized	FY2005 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	291.4	277.8	324.1
72000 Travel	15.5	13.0	13.0
73000 Contractual	20.8	31.3	23.6
74000 Supplies	9.6	4.3	8.3
75000 Equipment	0.0	0.0	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	337.3	326.4	369.0
Funding Sources:			
1004 General Fund Receipts	337.3	326.4	369.0
Funding Totals	337.3	326.4	369.0

**Summary of Component Budget Changes
From FY2004 Authorized to FY2005 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2004 Authorized	326.4	0.0	0.0	326.4
Proposed budget increases:				
-Increase Personal Services Authorization for Alaska Labor Relations Agency Staffing	42.6	0.0	0.0	42.6
FY2005 Governor	369.0	0.0	0.0	369.0

**Alaska Labor Relations Agency
Personal Services Information**

Authorized Positions		Personal Services Costs		
	<u>FY2004</u>	<u>FY2005</u>		
	Authorized	Governor		
Full-time	4	4	Annual Salaries	232,584
Part-time	0	0	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	91,546
			<i>Less 0.01% Vacancy Factor</i>	(30)
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	324,100

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Clerk III	1	0	0	0	1
Hearing Examiner	1	0	0	0	1
Hearing Officer	1	0	0	0	1
PS I	1	0	0	0	1
Totals	4	0	0	0	4