

State of Alaska FY2008 Governor's Operating Budget

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

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.

Maintains 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 and decides unfair labor practice complaints, unit composition disputes, representation and other issues.

End Results	Strategies to Achieve Results
<p>A: Resolve issues between Alaska's public employers and public employees.</p> <p><u>Target #1:</u> Reduce the total number of open cases. <u>Measure #1:</u> Open caseload at end of reporting period.</p>	<p>A1: Maintain a timely representation election process.</p> <p><u>Target #1:</u> Complete 90% of representation elections within 100 days, except in extenuating circumstances. <u>Measure #1:</u> Percentage of representation elections completed within 100 days.</p> <p>A2: Operate a timely and efficient adjudications program.</p> <p><u>Target #1:</u> Issue 90% of decisions and orders within 90 days of record closure. <u>Measure #1:</u> Percentage of decisions and orders issued within 90 days of record closure.</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.
-

FY2008 Resources Allocated to Achieve Results

FY2008 Component Budget: \$516,600

Personnel:

Full time	4
Part time	0
Total	4

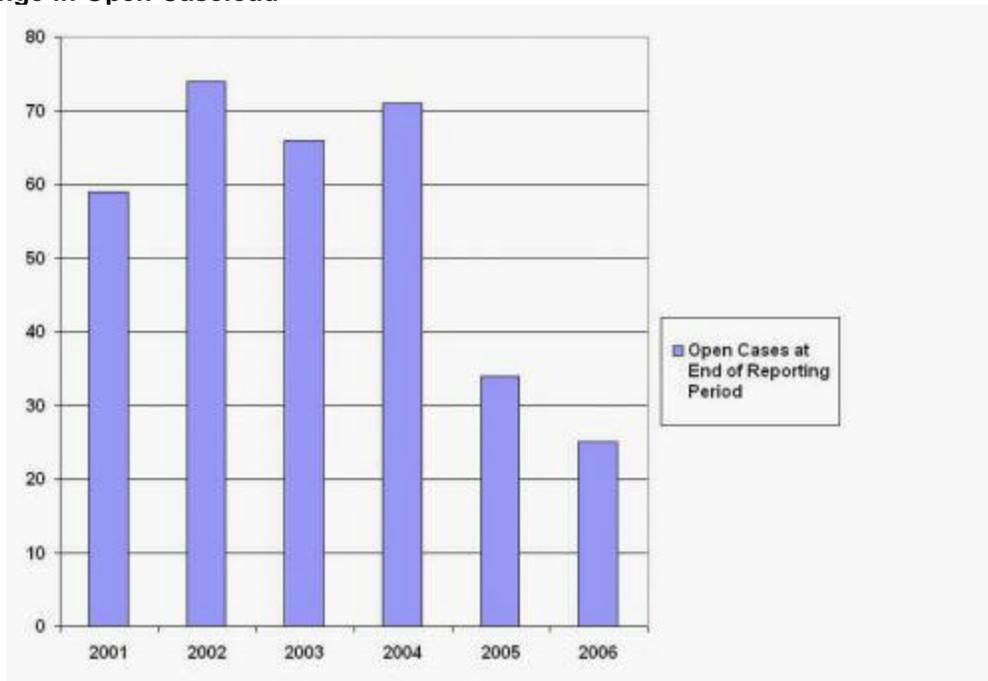
Performance Measure Detail

A: Result - Resolve issues between Alaska's public employers and public employees.

Target #1: Reduce the total number of open cases.

Measure #1: Open caseload at end of reporting period.

Yearly Change in Open Caseload



Open Caseload at End of Reporting Period

Year	Cases Filed	Cases Closed	Open Cases
2001	42	49	59
2002	71	56	74
2003	62	70	66
2004	64	59	71
2005	116	153	34
2006	48	57	25

Analysis of results and challenges: Although parties filed 81% more cases in 2005 than in 2004, efforts to complete investigation of unit clarification (UC) petitions, which comprised the bulk of the filing increase, were realized in 2005, and are expected to continue in 2006. So far in 2006, we have closed 20% more cases than were filed, thereby reducing the overall number of open cases. A potential challenge in the approaching months will be to achieve timely resolution of disputes that may arise from State and school district contract negotiations.

The Agency's annual report contains a breakdown of these numbers.

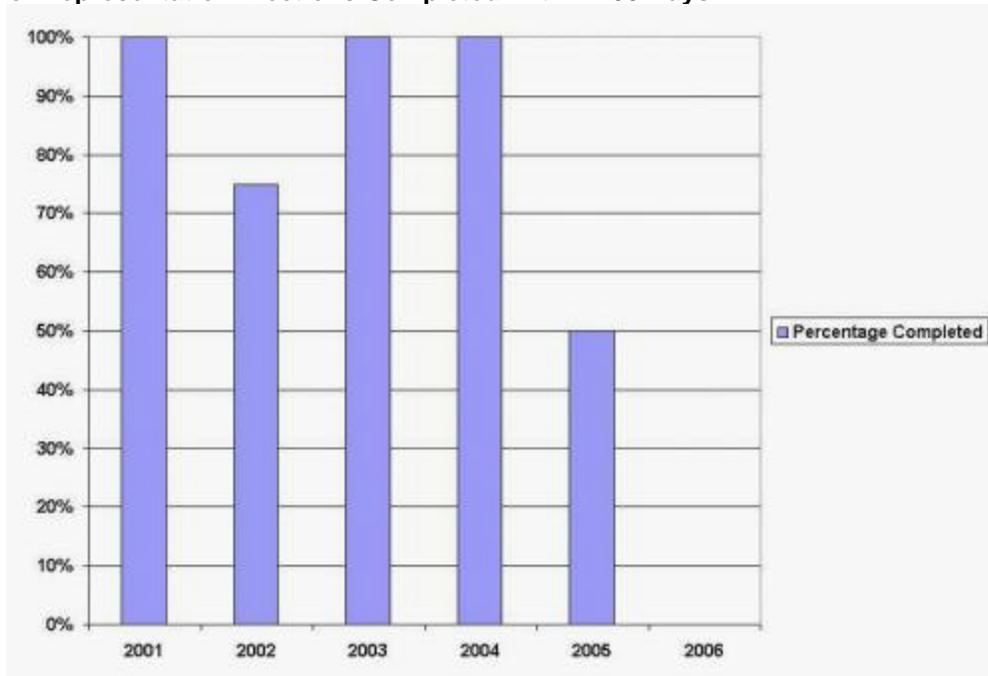
Reporting periods are based on calendar year.
 2006 data is through September 30, 2006.

A1: Strategy - Maintain a timely representation election process.

Target #1: Complete 90% of representation elections within 100 days, except in extenuating circumstances.

Measure #1: Percentage of representation elections completed within 100 days.

Percentage of Representation Elections Completed Within 100 Days



Analysis of results and challenges: We anticipate exceeding the election performance target this year. Although there have been a few inquiries, currently only one representation petition is pending in 2006. In this petition, IBEW Local 1547, AFL-CIO is seeking certification as the employee representative of a unit of employees of the City of Wrangell. Since no objections to the petition were filed, a secret mail ballot election will be held during the last quarter of 2006. An interesting aspect in this representation petition is that the City of Wrangell opted-out of the Public Employment Relations Act AS 23.40.070-23.40-260 (PERA) through a resolution in 1973, repealed that resolution in 2004, and is now under ALRA's jurisdiction and subject to PERA.

A breakdown of elections conducted is published in the Agency's annual report.

Reporting periods are based on calendar year.
 2006 data is through September 30, 2006.

A2: Strategy - Operate a timely and efficient adjudications program.

Target #1: Issue 90% of decisions and orders within 90 days of record closure.

Measure #1: Percentage of decisions and orders issued within 90 days of record closure.

Percentage of Cases Completed Within 90 Days of Record Closure

Year	YTD Total
2001	40%
2002	25%
2003	0%
2004	50%
2005	100%
2006	43%

Analysis of results and challenges: Through modified caseload management, the Agency has improved the percentage of decisions and orders issued timely. A slight decrease in the number of hearings also enabled the Agency to catch up on timeliness and issue 100% of decisions timely in 2005. An increase in number of decisions in 2006 could affect the performance target.

The Agency's annual report contains a breakdown of these numbers.

Reporting periods are based on calendar year.
2006 data is through September 30, 2006.

Key Component Challenges

The agency completed a draft of amended regulations and will conduct public hearings by the end of calendar year 2006. Its goal is to provide more predictable and consistent procedures.

Although the agency continues to make progress in reducing the overall open caseload, a potential challenge will be to continue this effort while also providing timely resolution of disputes arising from contract negotiations between the State and public employee unions.

Significant Changes in Results to be Delivered in FY2008

No significant changes to results are anticipated.

Major Component Accomplishments in 2006

The agency completed implementation of a bench order procedure to promptly notify parties of its decision in disputed hearings. With the new procedure of issuing written bench orders after an oral hearing, parties now receive advance notice of the board's decisions and orders. In most cases (those not appealed to the courts), the bench decision resolves the dispute. The agency's aim is to better serve its customers with timely notification of decisions and encourage parties to move ahead cooperatively.

So far in calendar year 2006, the Board issued bench orders in an average of 14 days from the oral hearing date.

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

Contact: Mark Torgerson, Hearing Examiner
Phone: (907) 269-4895
Fax: (907) 269-4898
E-mail: Mark_Torgerson@labor.state.ak.us

**Alaska Labor Relations Agency
Component Financial Summary**

All dollars shown in thousands

	FY2006 Actuals	FY2007 Management Plan	FY2008 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	365.5	391.2	447.1
72000 Travel	8.2	12.3	12.3
73000 Services	32.4	48.2	48.2
74000 Commodities	24.0	9.0	9.0
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	430.1	460.7	516.6
Funding Sources:			
1004 General Fund Receipts	430.1	460.7	516.6
Funding Totals	430.1	460.7	516.6

**Summary of Component Budget Changes
From FY2007 Management Plan to FY2008 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2007 Management Plan	460.7	0.0	0.0	460.7
Adjustments which will continue current level of service:				
-FY 08 Health Insurance Increases for Exempt Employees	0.8	0.0	0.0	0.8
Proposed budget increases:				
-FY 08 Retirement Systems Rate Increases	55.1	0.0	0.0	55.1
FY2008 Governor	516.6	0.0	0.0	516.6

**Alaska Labor Relations Agency
Personal Services Information**

Authorized Positions		Personal Services Costs		
<u>FY2007</u>				
	<u>Management</u>	<u>FY2008</u>		
	<u>Plan</u>	<u>Governor</u>		
Full-time	4	4	Annual Salaries	259,907
Part-time	0	0	Premium Pay	409
Nonpermanent	0	0	Annual Benefits	188,652
			<i>Less 0.42% Vacancy Factor</i>	<i>(1,868)</i>
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	447,100

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
Human Resource Specialist I	1	0	0	0	1
Totals	4	0	0	0	4