
Alaska Labor Relations Agency 2009 Annual Report

*State of Alaska
Governor Sean Parnell*

*Department of Labor
& Workforce Development
Commissioner Click Bishop*



*Alaska Labor Relations Agency
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Mark Torgerson, Administrator

Submitted March 30, 2010

2009 ANNUAL REPORT

Submitted March 30, 2010
(In accordance with AS 23.05.370)

INTRODUCTION

The Alaska Labor Relations Agency, or ALRA, administers the Public Employment Relations Act (PERA) for the State, municipalities, public schools, and the University. The Agency also administers the railroad labor relations laws for the Alaska Railroad Corporation. ALRA has jurisdiction over petitions for certification or decertification of bargaining representatives, petitions to clarify the composition of public employee bargaining units and to amend the certification of units, and charges of unfair labor practices. The Agency enforces collective bargaining agreements, determines employee strike eligibility, and rules on claims for religious exemption from the obligation to pay fees to a bargaining representative.

PERSONNEL

BOARD MEMBERS

A board of six members governs the Agency. They serve staggered three-year terms and must have backgrounds in labor relations. Two members each must be drawn from management, labor, and the general public. AS 23.05.360(b). Members volunteer their time as they are unpaid, but they receive per diem. Not more than three members may be from one political party. The following Alaskans serve on the Board:

Gary P. Bader, Chair	Reappointed June 17, 2008	Public
Aaron T. Isaacs, Jr., Vice Chair	Reappointed June 9, 2008	Public
Will Askren, Board Member	Appointed June 9, 2008	Management
Tyler Andrews, Board Member	Reappointed March 1, 2009	Management
Matthew McSorley, Board Member	Reappointed March 1, 2009	Labor
Ken Peltier, Board Member	Appointed March 1, 2007	Labor

STAFF

Mark Torgerson, Administrator/Hearing Examiner
Jean Ward, Hearing Officer/Investigator
Margie Yadlosky, Human Resource Specialist I
Cole Milstead, Office Assistant III

OFFICE

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STATUTES

Relevant statutes appear in AS 23.05.360--23.05.390; AS 23.40.070--23.40.260 (PERA); and AS 42.40.705--42.40.890 (railroad).

REGULATIONS

The Agency's regulations appear in 8 AAC 97.010--8 AAC 97.990.

2009 HIGHLIGHTS.

Board Appointments. During the past year, then Governor Sarah Palin reappointed two board members. On March 1, 2009, board member Matthew R. McSorley was reappointed to a labor seat and board member Tyler E. Andrews was reappointed to a management seat.

Caseload Trends. Case filings in 2009 increased 20% over 2008's total, from 20 to 24. This ends a short-term trend of decreasing filings the previous few years. (See "Case Load Comparison By Year" chart page 5). The Agency continued to apply operational efficiencies to reduce the total number of open cases by year's end. By and large, annual case filings have steadily decreased since 1996, when parties filed the most cases (206) for any year since the agency's beginning in 1991.

As illustrated by the "Overview" table on page 6, the number and type of cases filed each year is unpredictable. The Agency has no direct control over the number or type of cases filed. Factors that affect the filings include organizing efforts, expiration of collective bargaining agreements, economic factors, and changes to statutes and regulations.

Agency Appeals. There were no appeals of Agency Decision and Orders to the Superior or Supreme Courts during 2009.

Unit Clarification Petitions. In 2009, parties filed four unit clarification (UC) petitions. Although a slight increase from 2008 filings, the 2009 filings are still low compared to prior years' totals (e.g., 42 in 2006). 2008's UC filings are still the lowest annual total since 1994 when six UC cases were filed. Regulatory change may have influenced this decrease. (See "Cases Filed" page 6). Historically, UC petitions had outnumbered all other case filings combined.

UC petitions usually involve a dispute over the extent of an employee's supervisory or confidential duties. The employee's actual duties affect bargaining unit placement. Generally, UC disputes filed with this Agency have involved the State of Alaska, the Alaska State Employees Association (ASEA) (the largest state union, representing the general government unit), and the Alaska Public Employees Association (APEA) (representing the state supervisors' unit).

Unfair Labor Practice Complaints. The number of unfair labor practice (ULP) charges filed in 2009 increased 8% over 2008, a smaller increase than the 18% increase between 2007 and 2008. The completion of unfair labor practice cases is the most time-consuming aspect of the Agency's caseload because it includes investigations, prehearing conferences, and hearings. Like other case types, annual ULP case filings are unpredictable. (See "Cases Filed" page 6, discussion at pages 12 - 13, and trends chart page 8). Forty-two percent of the 2008 ULP cases were education-related, 29% were state-related, and the remaining 29% were political subdivision cases. There were no Railroad-related cases filed during 2009. Education-related filings increased less last year than during the 2006 - 2008 period. The increased filings of unfair labor practices the past three years may suggest rising labor/management tensions. However, it is difficult to pinpoint factors that caused the increase.

Charges of bad faith bargaining continued to rank as the largest type of unfair labor practice filed with the Agency. These charges totaled 64% of all ULP charges in 2008. More often than not, these charges arise in the context of collective bargaining: one party believes the other party has failed to bargain in good faith under the law. None of the 2009 charges concerned a violation of the union's duty of fair representation, unilateral changes, or a violation of Weingarten rights (the right to have a union representative present at an investigatory interview that could lead to discipline).

ULP charges concerning interference rose to 36% of all charges in 2009, compared to 23% in 2008, and 27% in 2007.

Eleven ULP investigations were completed in an average of 200 days in 2009. Several factors affect time needed to complete investigations, including case complexity, staff efforts to resolve disputes informally, and other work priorities. (See investigation chart page 15). Currently, the oldest pending case was filed on October 19, 2007. Through efficiencies, the hearing officer has reduced the number of older pending cases.

Elections. There were no representation petitions filed in 2009. (See Cases Filed” page 6).

Strike Petitions. There were no strike petitions filed in 2009. (See “Cases Filed” page 6).

Emphasis on Informal Resolution. The Agency encourages informal resolution through mediation and other means because, when it succeeds, it saves the parties and the Agency the cost and time that would be required for a hearing over litigation of the disputes. The Agency continues to successfully resolve some disputes informally. The agency’s hearing officer works with parties to settle unfair labor practice charges. In 2009, the hearing officer resolved 11 unfair labor practice cases informally.

Website. The Agency provides information on its Internet web site, accessible through the State of Alaska’s home page (<http://www.state.ak.us>) or directly at <http://www.labor.state.ak.us/laborr/home.htm>. The site contains a link to contact the administrator by e-mail, and information about Agency programs and resources. In addition, the site includes a searchable database of all agency decisions. The Agency continues to add new materials to the website. Public suggestions are encouraged.

Training. Agency board member Tyler Andrews attended the annual national conference of the Association of Labor Relations Agencies and training academy in Oakland, California in July 2008. The conference provides a valuable opportunity to obtain information on state and national trends in labor relations and to obtain training as a labor neutral. Andrews was the first board member to attend since 2002. The ALRA Board members have expressed an interest in attending this training and conference as time and funding permits. The Board members would like to send one board member per year. They have expressed a desire to attend the conference because it is one of the few venues available to receive significant training and updated information in the labor relations field. The Agency has found that this conference is less expensive than other conferences that focus on labor relations.

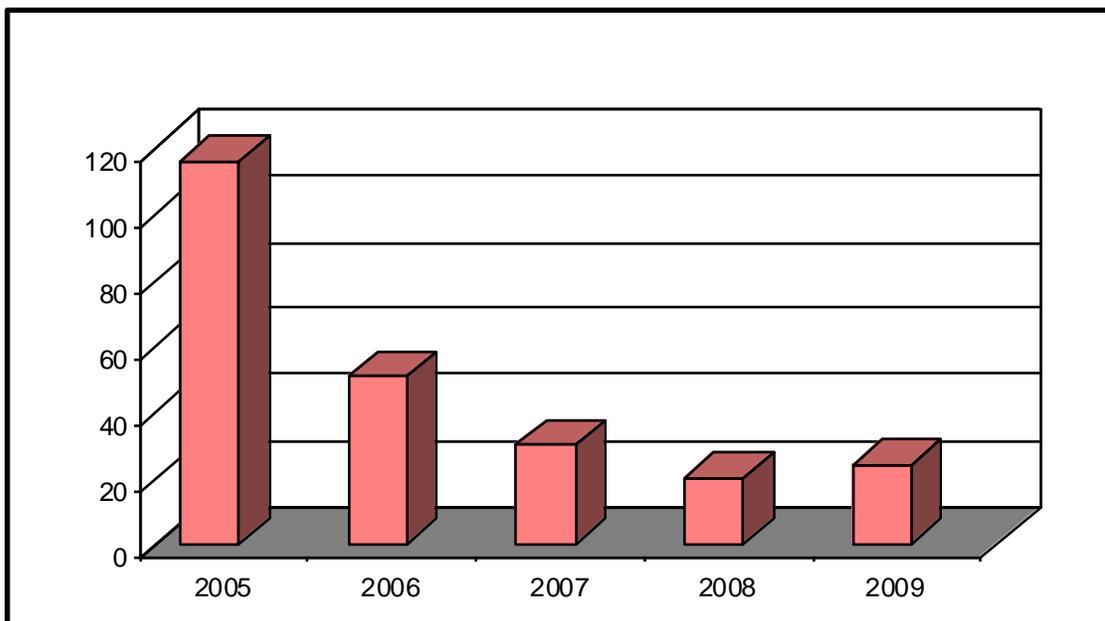
The Agency again provided training to two law student interns during the summer of 2009. This intern program, initiated in 2008, is shared with the Alaska Workers' Compensation Appeals Commission. This program is an effort by the law

school, the University of Alaska Anchorage, and primarily governmental entities such as this Agency to provide legal experience and training to law students.

Interested law students apply for participation in the program through the Seattle University Law School as part of its "Study Law in Alaska" program. The students are then interviewed and selected by this agency's Administrator and the Chair of the Appeals Commission. Since Alaska does not have a law school, the program gives law students an opportunity to work in the labor law field and to experience a summer in Alaska. The hope is that after spending a summer working here, they will seriously consider relocating to Alaska and also consider working in the labor law field. The Agency has received positive reviews from participating student interns and also from the Seattle University law school's Director of the program. Law students who participated in the summer program during 2009 were Jeremy Lehman and Robert Rose of the Seattle University School of Law.

CASE STATUS SUMMARIES

CASE LOAD COMPARISON BY YEAR



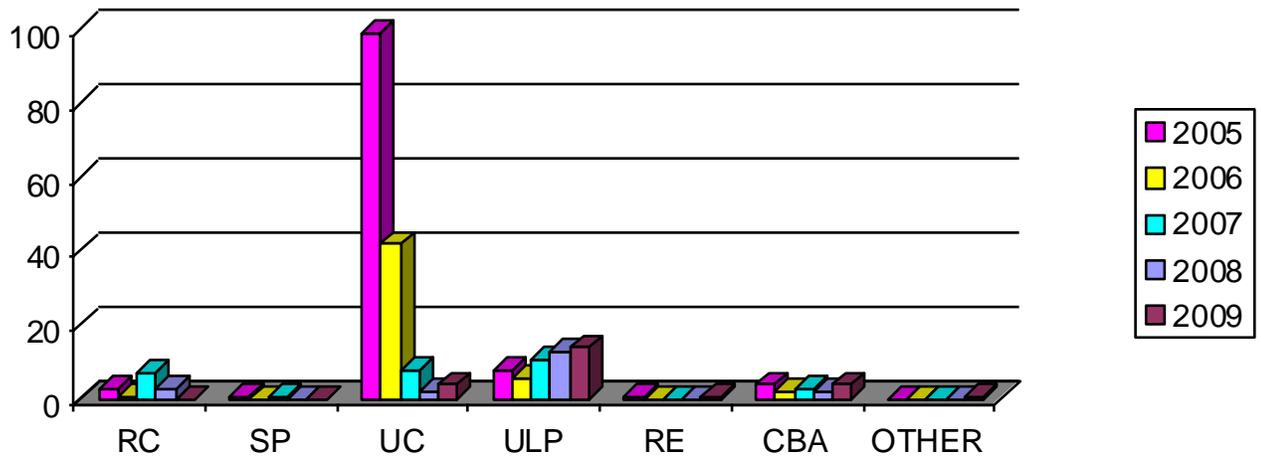
OVERVIEW

CASES FILED	2005	2006	2007	2008	2009
Amended Certification (AC)	2	0	0	0	0
Representation (RC)	1	1	6	2	0
Decertification (RD)	0	0	0	0	0
Decert. to certify a new rep.(RC/RD)	0	0	1	1	0
Strike notice or strike class petition (SP)	1	0	1	0	0
Unit Clarification (UC)	99	42	8	2	4
Unfair Labor Practice Charge (ULP)	8	6	11	13	14
Religious Exemption Claims(RE)	1	0	0	0	1
Contract Enforcement (CBA)	4	2	3	2	4
Other (OTH)	0	0	0	0	1
TOTAL	116	51	30	20	24

AGENCY ACTIVITY	2005	2006	2007	2008	2009
Unfair Labor Practice Investigations	18	7	4	10	11
Unit Clarification Investigations	90	30	8	0	0
Decisions and Orders Issued	4	7	1	4	2
Other Board Orders Issued	3	35	3	2	3
Hearing Officer Orders Issued	0	3	2	3	1
Elections Conducted (includes AC)	2	1	0	7	0
TOTAL	117	83	18	26	17

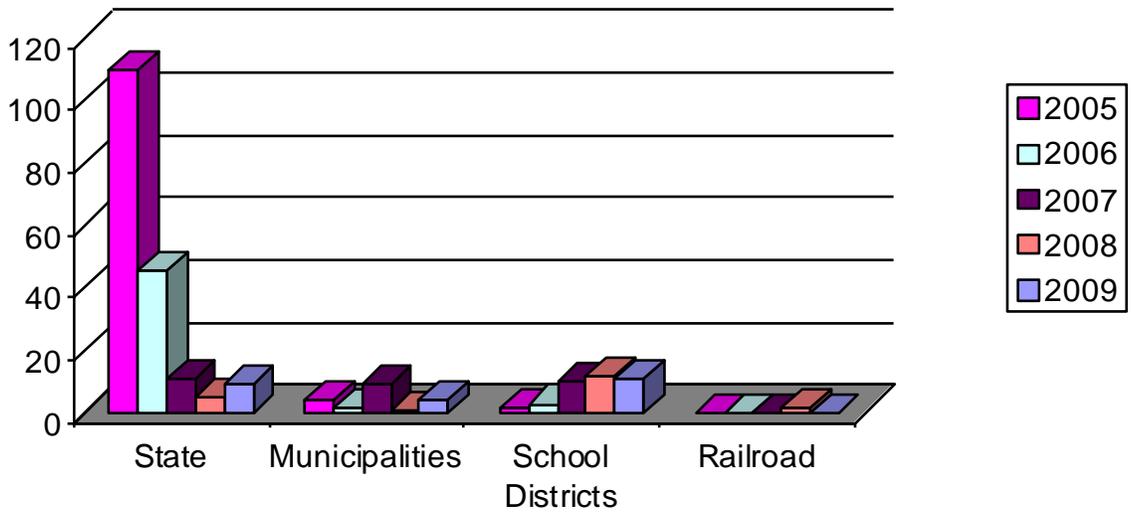
FINAL DISPOSITION	2005	2006	2007	2008	2009
Notices of dismissal issued	104	59	12	1	3
Cases settled or withdrawn	42	10	7	15	12
Cases that went to hearing	3	5	3	4	1
Impasse matters settled or withdrawn	1	0	0	0	0
Cases deferred to arbitration	0	0	1	0	0
TOTAL	150	74	23	20	16

CHARTS

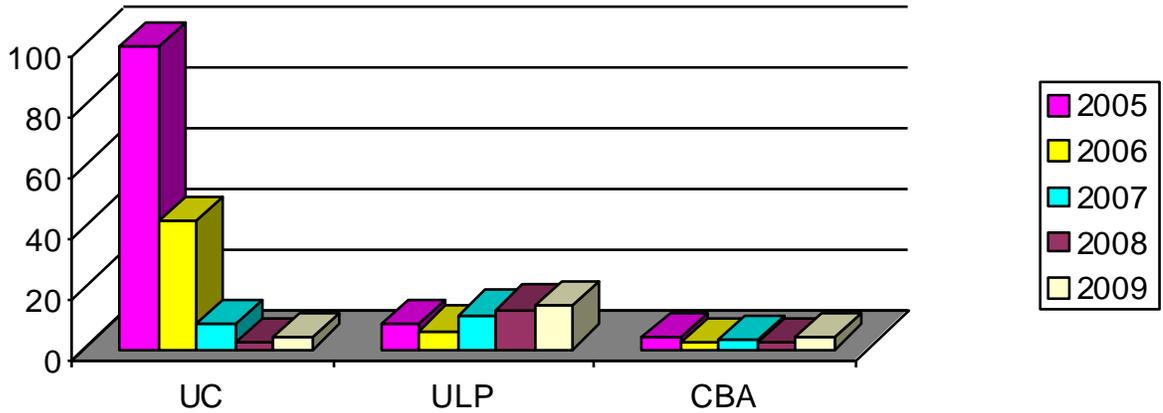


PROGRAM COMPARISON BY YEAR

- | | | | |
|----|------------------------------|-----|------------------------------|
| RC | Representation petitions | ULP | Unfair labor practice charge |
| SP | Strike notices and petitions | RE | Religious exemption claim |
| UC | Unit clarification petitions | CBA | Contract Enforcement |



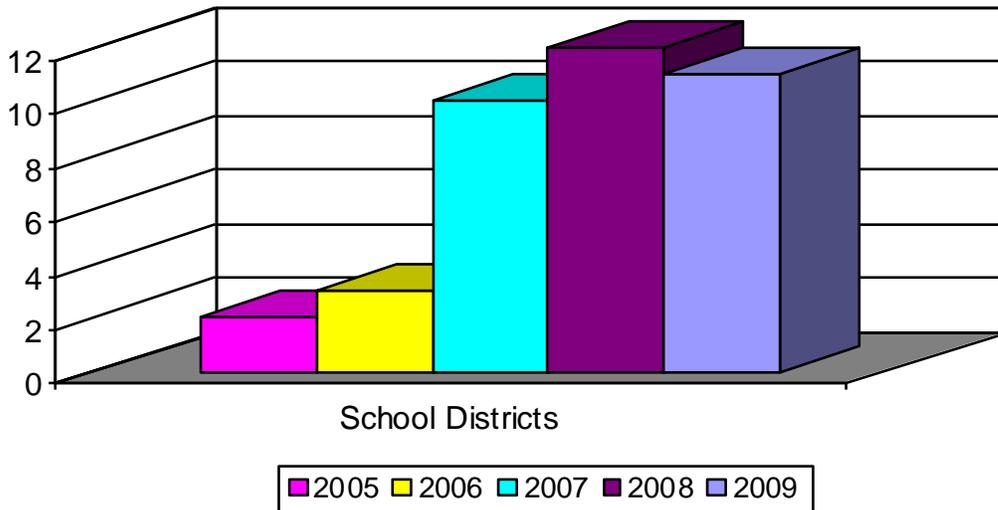
EMPLOYER COMPARISON BY YEAR



PROGRAM FIVE YEAR TRENDS

UC Unit clarification petitions
 ULP Unfair labor practice charges
 CBA Contract Enforcement petitions

**SCHOOL DISTRICT ACTIVITY FROM 2004 TO 2008
 FOR ALL CASES FILED**



REPRESENTATION PETITIONS (AS 23.40.100; AS 42.40.750)

Labor organizations, employers, or employees may file petitions to initiate a secret ballot election for certification or decertification of a labor or employee organization for collective bargaining. Less frequently, parties advise the Agency that the employer consents to the labor organization’s exclusive representation of a particular unit of employees. When this occurs, no election is required if investigation verifies the majority status of the labor organization.

Prior to conducting an election, the Agency resolves any objections raised by a party. If a party files an objection, a hearing is conducted before the agency board which issues a decision and order that resolves disputes and clarifies who gets to vote in the election.

There were no elections in 2009, nor were there any case filings regarding elections. However, the Agency fielded numerous questions regarding organizing and decertification efforts. The lack of 2009 case filings differs from the significant activity in 2008 when successful organizing efforts at the City of Wasilla generated several case filings. New bargaining units formed there resulted in elections in 2008.

There were no petitions for recognition by mutual consent filed in 2009. There were also no unit amendment petitions in 2009. These latter petitions are filed to change the unit's name, affiliation, site, or location.

REPRESENTATION PETITIONS FILED	0
Employer	
State	0
Municipalities	0
Public Schools	0
Type	
To certify a new unit	0
To decertify the unit	0
To change representatives	0
To amend certificate	0
Hearings conducted	0
Petitions that proceeded to election	0

**STRIKE AND STRIKE CLASS PETITIONS (AS 23.40.200; 8 AAC 97.300
REPEALED; AS 42.40.850)**

Under PERA, the Agency hears disputes about strike classifications and impasse matters. Strike classification is important to employees because it essentially determines whether they have the right to go out on strike, or not. PERA divides public employees into three separate classes, based on their right to strike. Class I's, like police and fire fighters, are prohibited from striking. Class II's, like snow removal workers, may strike for limited periods of time until a court determines that public safety and health are affected. Class III's, which include a broad range of public employees, have an expansive right to strike.

There were no strike class petitions filed in 2009.

STRIKE PETITIONS FILED	0
Employer	
State	0
Municipalities	0
Public Schools	0
Railroad	0
Hearings Conducted	0

UNIT CLARIFICATION AND UNIT AMENDMENT PETITIONS (8 AAC 97.050)

Unit clarification (UC) and unit amendment petitions are filed to resolve disputes over unit composition. An employer's reorganization of its staff, or adding or eliminating positions can raise a question of the appropriate unit for the positions. Representation may not be an issue in a unit clarification petition, and unit issues that come up in the process of handling a representation petition are not counted here.

In 2009, 4 new unit clarification petitions were filed and one was resolved, leaving three open UC cases. Historically, most unit clarification disputes have arisen as objections to state transfers of employees from one bargaining unit to another. This usually occurs when the State of Alaska changes a position's job duties, and the State proposes to move the position to the supervisory or confidential unit from the general government unit. If agency investigation shows there is reasonable cause to believe that a question of unit clarification exists, the case is scheduled for hearing.

One of 2009 unit clarification petitions involves a bargaining unit dispute between University of Alaska Federation of Teachers, Local 2404, APEA/AFT, AFL-CIO (formerly the Alaska Community Colleges Federation of Teachers) and the United Academics bargaining unit. The dispute generally concerns the appropriate bargaining unit placement of a multitude of positions. The ALRA board will hear this petition in 2010 prior to hearing two related unfair labor practice complaints which were also filed.

The three remaining unit clarification petitions involve employees in the National Education Association – Alaska (NEA-AK) bargaining units. The employees work in school districts in Fairbanks and Kodiak. These three petitions have been placed in abeyance pending receipt of completed questionnaires detailing the specific duties and tasks of the positions.

UNIT CLARIFICATION PETITIONS FILED 4

Employer

State	1
Public Schools	3
Municipalities	0
Railroad	0

Hearings conducted	0
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UNFAIR LABOR PRACTICE CHARGES (AS 23.40.110; AS 42.40.760)

Employers, labor organizations, or individual employees may file unfair labor practice (ULP) complaints. Charges against employers include retaliation for union membership or exercise of employee rights, coercion, domination or interference with an organization, and bad faith bargaining. Charges against unions include coercion, bad faith bargaining, dues disputes, and interference with the employer's selection of its collective bargaining representative.

Unfair labor practice filings in 2009 increased 20% over filings in 2008. (See "Cases Filed" page 6 for longer-term trends). Filings the past few years suggest a short-term rising trend after the 2006 low. (See "Program Comparison" page 7). Of the 14 charges filed in 2009, two-thirds concerned bad faith bargaining. The remaining charges included interference with protected rights.

The Agency ranks ULP's by level of priority for determining which cases get investigated first. For example, disputes that affect a large number of employees receive higher priority. There were five high priority ULP's filed in 2009. This is a significant change from the past several years; until 2009, there had been no high priority cases filed since 2005. Two pending ULP cases are in abeyance. This means that the Agency put these cases on hold for one reason or another. The parties often request a case be put on hold as they may be working on settlement. A case may also be put in abeyance because jurisdiction may lie in the courts. During 2009, the Agency completed 11 investigations in an average of 200 days. (See "Timeliness" page 16). Of the 11 investigations, 10 were normal priority and were concluded in an average of 214 days and one was a high priority which was concluded in 58 days.

While priority ranking affects which cases get investigated first, the nature and complexity of a case and the extent of the parties' cooperation affect the time it takes to complete the investigations. The Agency's ability to complete investigations timely is also affected negatively when case filings rise significantly.

If the investigating hearing officer finds there is probable cause that a violation occurred, the case is set for hearing. However, these cases sometimes settle prior to hearing. There were no unfair labor practice hearings conducted in 2009.

UNFAIR LABOR PRACTICE CHARGES FILED 14

Employer	
State	4
Municipalities	4
Public Schools	6
Railroad	0
Type	
Arbitration related	0
Bad faith bargaining	9
Retaliation	0
Interference with protected rights	5
Domination or interference (a)(2)	0
Union duty of fair representation	0
Employer action without bargaining	0
Information request	0
Scope of bargaining	0
Weingarten	0
Discrimination	0
Impasse	0
Other	0
Investigations	11
Hearings conducted	0
Other resolution	
Dismissals (no probable cause)	1
Deferrals to arbitration	0
Settled or withdrawn	10
Dismissed, inaction	0
Dismissed, final order	0
Dismissed, Insufficient	0
Remand	0
Other	0

Complainant	2005	2006	2007	2008	2009
Alaska Public Employees Ass'n	0	0	2	0	0
Alaska State Employees Ass'n	2	0	0	1	0
University of Ak Federation of Teachers (was ACCFT 2004-2007)	0	0	1	1	0
School Unions	0	1	6	6	3
Ferry Unions	1	1	0	0	0
Other Unions	0	1	1	2	9
Individuals	3	1	0	0	0
Employers	2	2	1	3	2
Total ULPs filed	8	6	11	13	14

COMPARISON BY ULP COMPLAINANT

	2005	2006	2007	2008	2009
UNION	3	3	10	10	12
EMPLOYER	2	2	1	3	2
INDIVIDUAL	3	1	0	0	0
Total ULPs filed	8	6	11	13	14

CLAIMS FOR RELIGIOUS EXEMPTION (AS 23.40.225; AS 42.40.880)

AS 23.40.225 and AS 42.40.880 allow a public employee to seek an exemption from union membership or agency fee payment on the basis of bona fide religious convictions. There was one such claim for exemption filed in 2009.

CLAIMS FILED		1
Employer		
	State	0
	Municipalities	0
	Public Schools	1
	Railroad	0
Hearings conducted		0

PETITIONS TO ENFORCE THE COLLECTIVE BARGAINING AGREEMENT (AS 23.40.210; AS 42.40.860(b); 8 AAC 97.510)

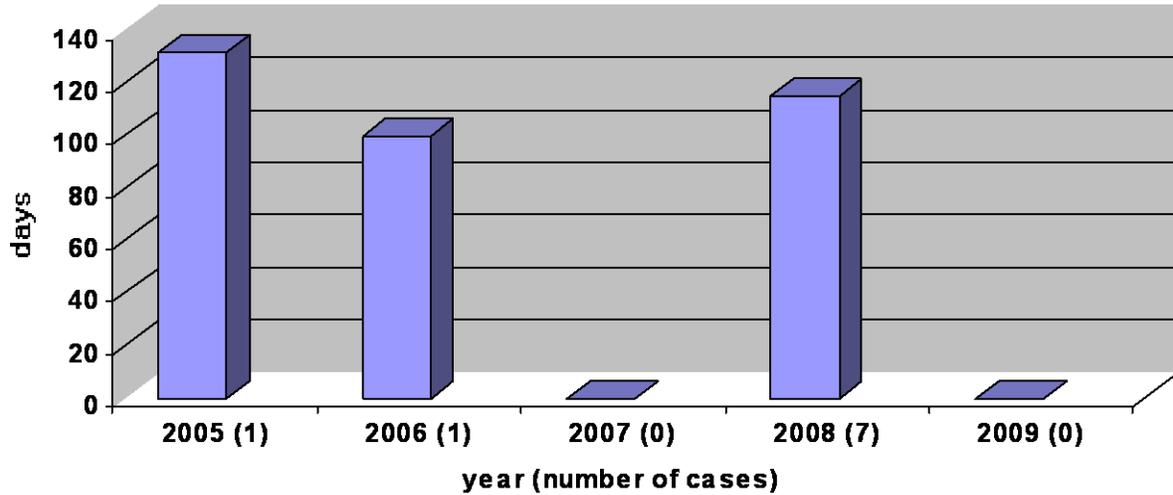
Upon petition of a party, the Agency has statutory authority to enforce the terms of a collective bargaining agreement. All agreements must contain a grievance/arbitration procedure, which the parties must exhaust before filing a petition to enforce the agreement.

Four such petitions were filed in 2009. This total continues a decreasing trend in recent years. The highest annual total of CBA case filings during this decade was 2003, when parties filed 9 petitions.

CBA PETITIONS FILED		4
Employer		
	State	4
	Municipalities	0
	Public Schools	0
	Railroad	0
Hearings conducted		2

TIMELINESS

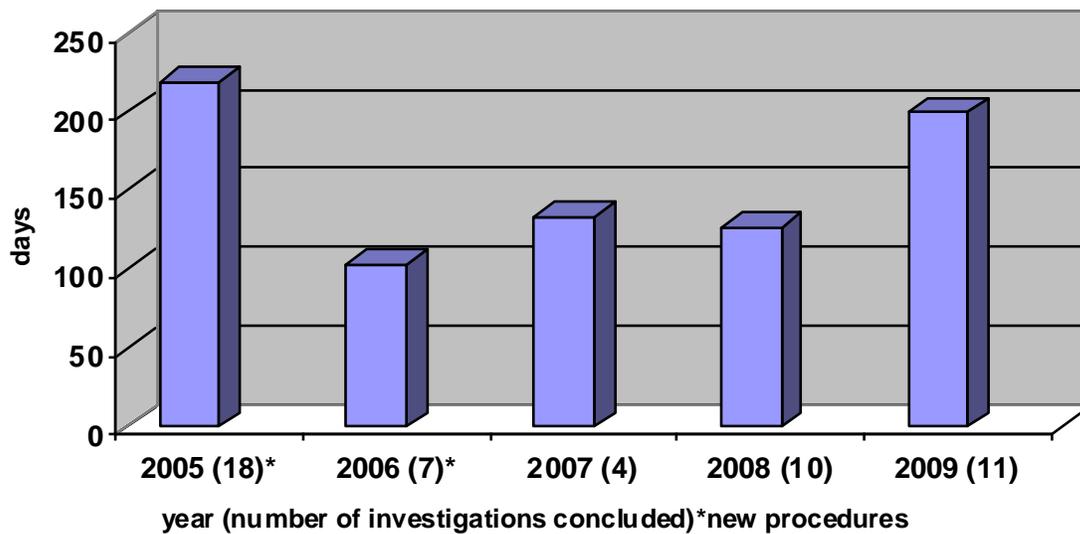
ELECTIONS



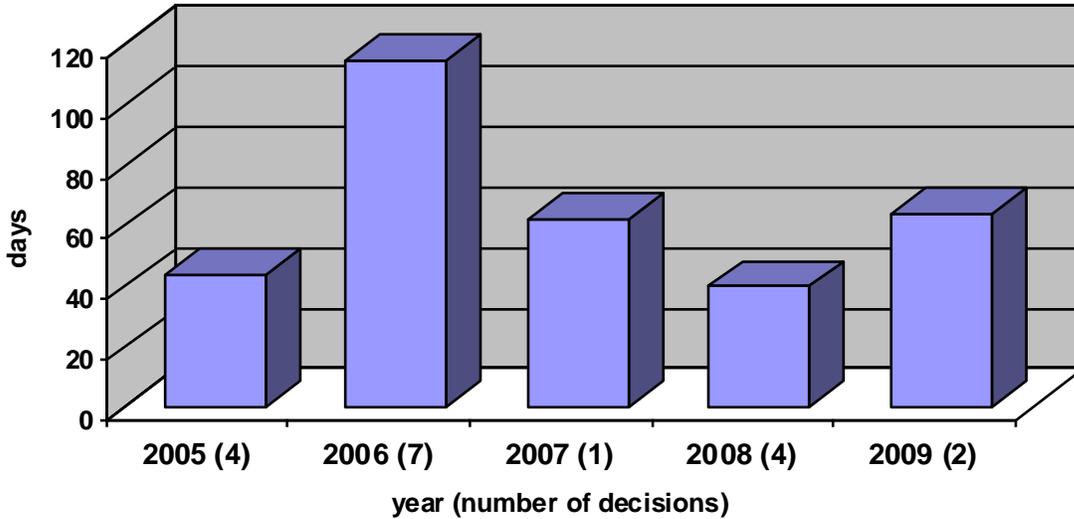
NUMBER OF DAYS TO CERTIFICATION OF ELECTION.

UNFAIR LABOR PRACTICE INVESTIGATIONS

NUMBER OF DAYS TO CONCLUSION OF INVESTIGATION.



DECISION AND ORDERS



NUMBER OF DAYS FROM CLOSING OF RECORD TO DECISION

In 2009, the Board continued to operate a timely adjudications program by exceeding its goal to issue 90% of decision and orders within 90 days. Board decision and orders were issued in an average of 64 days from record closure.

DECISIONS AND ORDERS ISSUED

1. *Alaska State Employees Association, AFSCME Local 52, AFL-CIO vs. State of Alaska*, Case No. 08-1541-CBA. Decision and Order No. 288 (June 3, 2009). In this case, the union requested that the Agency enforce the grievance/arbitration provisions of the parties' collective bargaining agreement and order the parties to arbitration. The union contended that the employer violated the management rights clause of the agreement by disclosing the social security number and other personal information of one of the union's members, a state employee who worked as a records custodian for the Department of Public Safety. The employee became concerned that some of her personal information may have been disclosed to a criminal defendant during a criminal proceeding. The State investigated and determined that no personal information was released to the defendant or any unauthorized person. Further, the State argued that the assertion raised by the union was not arbitrable. The Agency Board concluded that the case should be dismissed. The Board determined that

there was no connection between the allegations raised by the union and a term in the parties' agreement. The Board disagreed with the union's assertion that the management rights clause in the agreement prohibits disclosure of personal information. The allegations were therefore not arbitrable, and the case was dismissed.

2. *Education Support Staff Association, NEA-Alaska, NEA v. Fairbanks North Star Borough School District*, Case No. 09-1553-OTH. Decision and Order No. 289 (July 9, 2009). In a prior decision and order, the Agency Board concluded that the Fairbanks North Star Borough School District committed an unfair labor practice by making unilateral changes to the parties' expired (but still valid) collective bargaining agreement without negotiating to impasse. The union argued that the employer failed to bargain in good faith by altering the status quo regarding wage increments to some union members. The employer denied the allegations, contending the parties were at impasse when it notified the union that it would no longer pay the anniversary date entry-to-base increments due certain employees under the contract. The Board concluded that the employer committed a violation. The Board determined that the parties were not at impasse. Therefore, all unilateral changes made after an invalid declaration of impasse were illegal. The Board granted the union's complaint. The Board ordered the employer to "make whole" the employees affected by the unlawful unilateral change.

Decision and Order Number 287 was issued on September 16, 2008. On February 23, 2009, the union asked for clarification of the Board's "make whole" order. The union contended that the Board should require the employer to pay a six percent "loss of opportunity" premium as part of the make whole remedy. In Decision and Order number 289, the Board denied the union's request. The Board considered the request a petition for reconsideration, which must be filed within 15 days after a final decision and order is issued. The Board noted that the request was made long after the 15-day period expired. Further, the Board concluded it would have denied the union's request in any event because the union had not requested the six percent payment during the adjudication process.

APPEALS

There were no appeals filed in 2009.

OTHER AGENCY BUSINESS

The Agency did not conduct any business meetings during calendar year 2009. The Board has discussed conducting some business meetings by phone but believes in-person meetings are important for board members, agency staff, and the public. In-person meetings give the public the opportunity for face-to-face communication with board members, and vice-versa.

LEGISLATION

The Agency did not propose legislation for consideration by the Governor in 2009, and legislation was not enacted that affected the Agency.

REGULATIONS

Agency regulations appear in 8 AAC 97.010 -- 8 AAC 97.990. Copies are available upon request. The Board did not propose or adopt any new regulations during 2009.

BUDGET

The agency budget remains lean. The FY 2010 budget funds staff costs. The Agency has requested a maintenance budget for FY 2011. The principal component in the budget is the wages and benefits for the four full-time staff members. To stay abreast of its caseload under current staffing and budget limitations, the Agency has streamlined procedures when possible, and within the constraints of due process. To minimize costs, the Agency schedules hearings in Anchorage when possible, schedules multiple hearings on successive days, and relies on telephone conferences for participation by persons outside the Anchorage area when necessary. The Agency also hears disputes for decision on the written record where appropriate. However, board members strongly believe that in-person hearings are the best way to conduct hearings. They prefer this alternative so they have the opportunity to listen to and question witnesses face-to-face, and to give the parties the opportunity to see who is deciding their case.

The Agency conducts elections by mail ballot, avoiding travel costs and loss of productive employee time during travel.

FISCAL YEAR 2010

TOTAL	501.5
Personnel	437.8
Travel	12.3
Services	42.4
Commodities	9.0

SUMMARY OF SERVICES AVAILABLE

Requests for services can be made either personally at the Agency's office in Anchorage, by telephone at 907.269.4895, by fax at 907.269.4898, or by e-mail to mark.torgerson@alaska.gov, unless otherwise indicated.

Board decisions.

Board decisions from 1973 to present are now available for download from the Agency's web site. Also available is a cross-reference list of Agency cases appealed to the Alaska Superior and Supreme Courts. Board decisions are also available by request from the Agency electronically or in hard copy by mail. Parties may pick up copies at the Agency office.

Business meetings.

The Board conducts business meetings at 1016 West 6th Avenue, Suite 403, in Anchorage. A meeting agenda is available upon request to the Agency two weeks before the meeting. The Agency can accommodate requests to participate at the meeting by telephone. Such requests should be made seven days before the scheduled date for the meeting.

Fax filings.

The Agency will accept filing by fax, but the person filing by fax must still mail or personally serve the required number of copies of the document upon the Agency.

Filings.

The Agency maintains a record of all filings. The record is available for review in the office of the Agency, or by telephone at 907.269.4895.

Forms.

The Agency has forms available to assist persons filing unfair labor practice charges, representation petitions, petitions for recognition by mutual consent, claims for religious exemption, petitions for unit clarification, and petitions to enforce the collective bargaining agreement. Parties are not required to use Agency forms, but the forms are provided for the convenience of the public. Persons can pick up these forms at the Agency's office or by telephoning 907.269.4895. In addition, the forms are available for download from the Agency's web site at <http://www.labor.state.ak.us/laborr/forms.htm>.

Information.

Staff members are available between the hours of 8:00 a.m. and 4:30 p.m. to answer questions about Agency process and procedure.

Library.

The Agency maintains a non-circulating library of labor relations texts, including BNA Labor Relations Reference Manuals. The library is open for public use.

Mediation.

Agency staff members are available to answer questions about the mediation process and Agency mediation services. The Agency will conduct mediation at parties' request.

Publications.

Pamphlet. The Agency publishes a pamphlet containing the laws and regulations the Agency administers. Persons may request a copy of Pamphlet 900. The most recent pamphlet was published in July of 2007 and contains the changes to the regulations on collective bargaining among public employees 8 AAC 97.010 -- 8 AAC 97.990 effective on May 20, 2007, and updates to the Public Employment Relations Act AS 23.40.070 -- 23.40.260 passed during the first session of the 25th Legislature.

Report to Governor and the Legislature. The Agency is required to report to the governor annually. AS 23.05.370(a)(4). Copies of the annual report are available upon request.

Representation Services pamphlet. This pamphlet is a basic description of the Agency's representation process and is available at no charge.

Unfair Labor Practices pamphlet. This pamphlet is a basic description of unfair labor practices and related Agency proceedings. The pamphlet is available at no charge.

Practice Handbook. This handbook provides information on practice before the Agency and is intended for use by persons who must file or respond to petitions and unfair labor practice charges.

Speakers.

Agency staff members are available to speak to groups about the Agency, its programs, and topics on labor relations.

Electronic copies of agency proceedings.

Copies of CD's of Agency case proceedings are available upon request. Please call Agency staff to arrange copying. Generally, there is no charge if the appropriate type and number of CD's are provided.