



ALASKA STATE EMPLOYEES ASSOCIATION

American Federation of State, County & Municipal Employees Local 52

October 5, 2023

Via Email: paula.vrana@alaska.gov

Commissioner Vrana
DOA
550 W 7th Ave
Ste 1970
Anchorage, AK 99501

Re: J23-G-014 ITMO: overdue NOPP responses

Dear Commissioner:

The Union is filing this class-action grievance on behalf of its members, in all departments. Grievants all over the State are not being paid correctly, suffering pay shortages rendering them unable to meet their daily financial obligations.

Article 21.07 of the Collective Bargaining Agreement codifies pay procedures, including payday and methods for dealing with pay shortages. Article 21.07.C sets forth procedures for bargaining unit members to bring pay disputes directly to Payroll, thus giving Payroll time to respond prior to the Union filing a grievance. On August 10, 2023, in light of ongoing issues within Payroll, the State and the Union agreed to Letter of Agreement 23-GG-203A1 (Amended) which addresses grievance timelines in relation to NOPP responses.

Over the last year, hundreds of bargaining unit members have found themselves on payday without a paycheck or with only a partial check for hours worked. In adherence with the contract the impacted bargaining unit members notified the employer of pay shortages, in writing, using the Employer's Notice of Pay Problem (NOPP) form within fifteen working days from the day the bargaining unit members failed to receive payment, or received partial payment. The Employer has categorically failed to respond to NOPPs, in writing, within fifteen working days following the receipt of a written NOPP. LOA 23-GG-203A1 (Amended) notwithstanding, a significant number of NOPPs remain unanswered, some in excess of several months following initial filing.

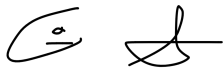
The Union is not routinely copied in transmission of NOPPs from bargaining unit members to payroll, through their supervisor, at this time it is unclear how many NOPPs remain unanswered and how much penalty pay is owed. The Union is willing to share a list of known bargaining unit members impacted by this contract violation.



Records Request: All outstanding NOPPs for employees who were in the GGU at the time the NOPP was filed.

Remedy: Respond to all NOPPs. Issue appropriate penalty pay. Comply with Article 21.

Sincerely,



Lizzie Solger

