

Janet L. Gaunt

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Arbitration / Mediation / Factfinding

May 16, 2013

VIA EMAIL

Brad Wilson, Business Manager
Alaska Correctional Officers Association
203 E. 5th Avenue
Anchorage, AK 99501-2519

Kate Sheehan, Deputy Director
Div. of Personnel and Labor Relations
State of Alaska
P.O. Box 110201
Juneau, AK 99811

**Re: ACOA and State of Alaska (Work Schedules Arbitration)
ACOA Case12-002 / SOA Case #12-C-305**

Dear Advocates,

I have received Mr. Wilson's email describing your remedy impasse along with Ms. Sheehan's attached letter of May 10, 2013. The State misreads my decision of April 20, 2013 if it believes the Award does not require restoring security Correctional Officers to the 84-hour schedule from which they were moved. The whole point of the make whole remedy was to restore the impacted officers to the situation in which they would have been if the State's contract violation had not occurred. One of the benefits lost was that of working on the 84-hour schedule instead of the 42-hour schedule. I did not set a specific date for changing the work schedules because I realized you would probably need to talk about the best way to make the transition, but ultimately those officers working security posts need to be placed back on the 84-hour schedule. Until that occurs, the State's liability for any associated lost pay and other fringe benefits will continue to accrue.

Brad Wilson
Kate Sheehan
May 16, 2013
Page 2

At this point, the process I would suggest we follow is to have the ACOA submit to the State and me a list identifying each officer it feels is entitled to a remedy, along with a description of what the ACOA is requesting as the appropriate remedy for that specific officer. Upon receipt of that information, the State should submit a response identifying what part of any requested remedy it agrees is owed and what part it disputes. We can then determine whether a remedial hearing is necessary or whether the identified disputes can be resolved through written argument, a conference call, or in some other fashion. Of course, if the two of you can agree upon another process you prefer, feel free to do so. If you want me to set specific dates for compliance with any of the above, I will do so but am presently assuming it is best to let you determine what timing works best.

Sincerely,

A handwritten signature in cursive script, appearing to read "Janet L. Gaunt".

Janet L. Gaunt