



THE STATE  
of **ALASKA**  
GOVERNOR SEAN PARNELL

**Department of Administration**

DIVISION OF PERSONNEL AND LABOR RELATIONS

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May 10, 2013

Mr. Brad Wilson  
Business Manager  
Alaska Correctional Officers Association  
203 East 5<sup>th</sup> Avenue  
Anchorage, Alaska 99501

Re: Blended Staffing Arbitration Award Remedy

Dear Brad:

I have reviewed Arbitrator Gaunt's remedy in the blended staffing arbitration and do not believe the State is required to move Correctional Officers to an 84-hour schedule. However, as part of her remedy, Arbitrator Gaunt does require the State to "make affected Correctional Officers whole for those wages and benefits they lost by virtue of having their work schedules improperly changed." As you know, all officers worked 84 hours in a two-week period so there should be no monies owed for a loss of hours. The State does acknowledge that some officers who moved from an 84-hour schedule to a 42-hour schedule did not receive a grave shift differential for 84 hours each month as they would have prior to the schedule change. As a result, the State believes it may owe some of your members shift differential (although that means some officers were overpaid shift differential during this time period as well). I want to be clear that the State believes this only applies to officers who were moved and not new officers who were hired into a 42-hour schedule.

Please let me know if you wish to discuss further. I will begin to work with the Department of Corrections and Payroll Services on auditing those officers impacted.

Sincerely,

A handwritten signature in cursive script, appearing to read "Kate Sheehan".

Kate Sheehan  
Deputy Director of Labor Relations

cc: Leslie Houston, Deputy Commissioner, DOC  
Bryan Brandenburg, Director of Institutions, DOC