
Alaska Labor Relations Agency 2010 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 May 5, 2011

2010 ANNUAL REPORT

Submitted May 5, 2011
(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 March 1, 2010	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
Daniel Repasky, Board Member	Appointed March 1, 2010	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.

2010 HIGHLIGHTS.

Board Appointments. During the past year, Governor Sean Parnell reappointed board chair Gary P. Bader to a public seat and appointed Daniel Repasky to a labor seat. Mr. Repasky replaces Ken Peltier who was appointed to a seat on the Alaska Workforce Investment Board.

Caseload Trends. Case filings in 2010 increased 12.5% over 2009's total, from 24 to 27. This ends a short-term trend of decreasing filings the previous few years. (See "CASE LOAD COMPARISON BY YEAR" chart page 5). Generally, annual case filings have 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 2010.

Unit Clarification Petitions. In 2010, one unit clarification (UC) petition was filed. (See “CASES FILED” on page 6 for a year-by-year comparison). Historically, UC petitions have 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 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). In 2010, the only unit clarification petition filed involved a school district.

Unfair Labor Practice Complaints. Unfair labor practice (ULP) charges filed in 2010 decreased 36% from 2009. (See “CASES FILED” on page 6 for a year-by-year comparison). The completion of unfair labor practice cases is the most time-consuming part of the Agency's workload because the process includes investigations, prehearing conferences, and hearings. Like other case types, ULP case filings are unpredictable. (See “CASES FILED” page 6, analysis at page 12, and chart on page 14). In 2010, 11 percent of ULP filings were education-related, 67% were state-related, and the remaining 22% were political subdivision cases. There were no railroad-related cases filed during 2009 or 2010.

2010 is the first year that charges of bad faith bargaining were not the largest type of unfair labor practice filed with the Agency. These charges totaled 22% of all ULP filings, compared to 64 % in 2009, and 77% in 2008. These particular charges usually arise in the context of collective bargaining: one party believes the other party has failed to bargain in good faith under the law. ULP charges concerning interference continue to increase, totaling 67% of all 2010 charges, compared to 36% in 2009, and 23% in 2008. Eight ULP investigations were completed in an average of 109 days in 2010.

Elections. There were eleven representation petitions filed in 2010. (See “CASES FILED” page 6). This is the largest number of representations filed in the past 5 years.

Strike Petitions. There were two strike petitions filed in 2010. (See “CASES FILED” page 6). In the first case, the Alaska State Employees Association/AFSCME Local 52, AFL-CIO seeks determination of strike classification for members of its bargaining unit (seasonal wildfire protection employees). In the second case, petitioner Petersburg Municipal Employees Association, APEA/AFT, AFL-CIO, seeks to designate various Harbor, Fire, Parking and Law Enforcement, and Manor classifications as Class (a)(1) employees.

Emphasis on Informal Resolution. The Agency encourages informal resolution through mediation and other means. The agency's hearing officer works with parties to settle unfair labor practice charges. When successful, informal resolution saves the parties and the Agency the time and expense required for a hearing to litigate the

disputes. The Agency continues to resolve some disputes informally. In 2010, the hearing officer resolved 10 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, information about Agency programs and resources, and access to a searchable database of all agency decisions. The Agency continues to add new materials to the website. Public suggestions are encouraged.

Training. The ALRA Board consists of Board members who are currently employed in related fields (4) and those who are retired from related fields (2). The Board is supported on a day by day basis both legally and administratively by ALRA staff who have both certificated legal experience and many years of on-the-job experience. It is important that the Board and staff participate in periodic continuing education to allow a professional and objective response to the myriad of complex and ever evolving Labor Relations issues that come before the Agency. However, because of a severe lack of funding, neither Board nor Staff attended training in 2010 aimed at keeping their skills current. This lack of training could place the ALRA and its work at risk over the long term.

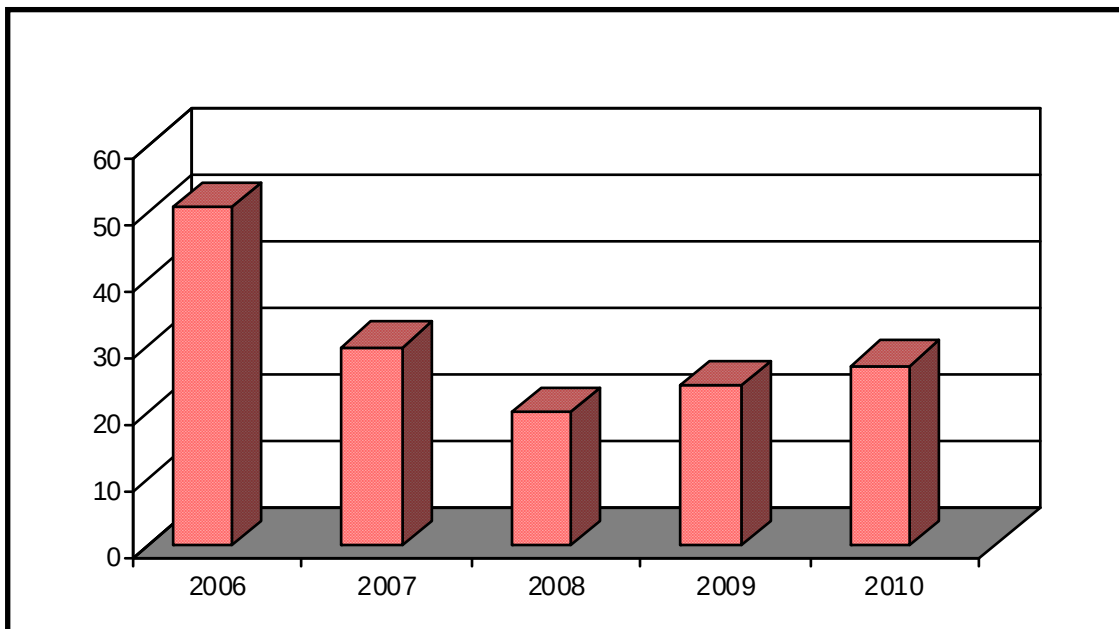
The Agency again provided training to two law student interns during the summer of 2010. This intern program, initiated in 2008, is shared with the Alaska Workers' Compensation Appeals Commission. This program is an effort by the law school, the University of Alaska Anchorage, and primarily governmental 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. Students are interviewed and selected by the 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, students will seriously consider relocating to Alaska and 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 2010 were Tim Scheiderer and Laura Blair-Gano of the Seattle University School of Law. Thus far, three of the six interns who have completed the program have either moved to Alaska or plan to move to Alaska.

CASE STATUS SUMMARIES

CASE LOAD COMPARISON BY YEAR



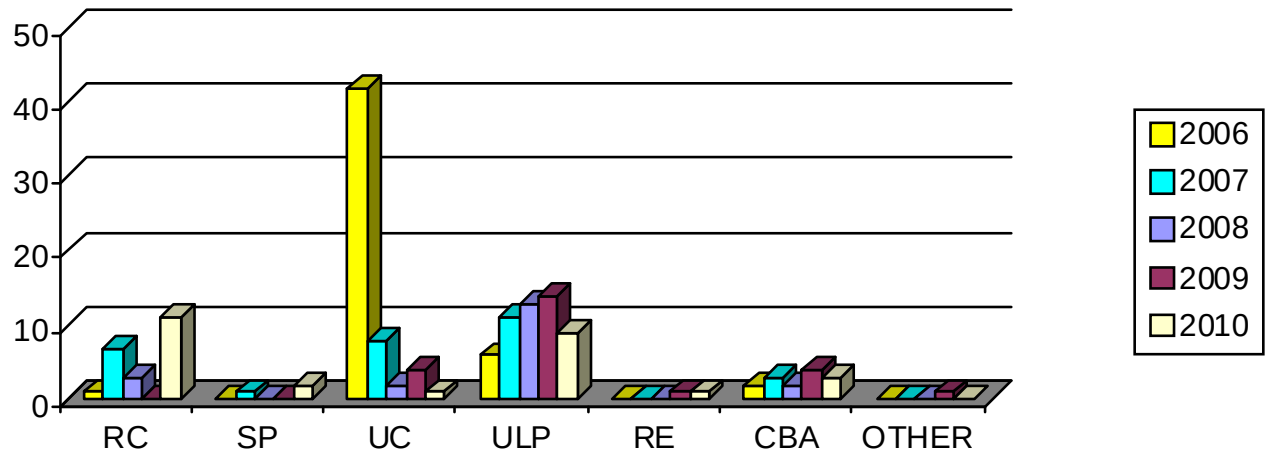
OVERVIEW

CASES FILED	2006	2007	2008	2009	2010
Amended Certification (AC)	0	0	0	0	1
Representation (RC)	1	6	2	0	7
Decertification (RD)	0	0	0	0	0
Decert. to certify a new rep.(RC/RD)	0	1	1	0	3
Strike notice or strike class petition (SP)	0	1	0	0	2
Unit Clarification (UC)	42	8	2	4	1
Unfair Labor Practice Charge (ULP)	6	11	13	14	9
Religious Exemption Claims(RE)	0	0	0	1	1
Contract Enforcement (CBA)	2	3	2	4	3
Other (OTH)	0	0	0	1	0
TOTAL	51	30	20	24	27

AGENCY ACTIVITY	2006	2007	2008	2009	2010
Unfair Labor Practice Investigations	7	4	10	11	8
Unit Clarification Investigations	30	8	0	0	0
Decisions and Orders Issued	7	1	4	2	2
Other Board Orders Issued	35	3	2	3	2
Hearing Officer Orders Issued	3	2	3	1	3
Elections Conducted (includes AC)	1	0	7	0	1
TOTAL	83	18	26	17	16

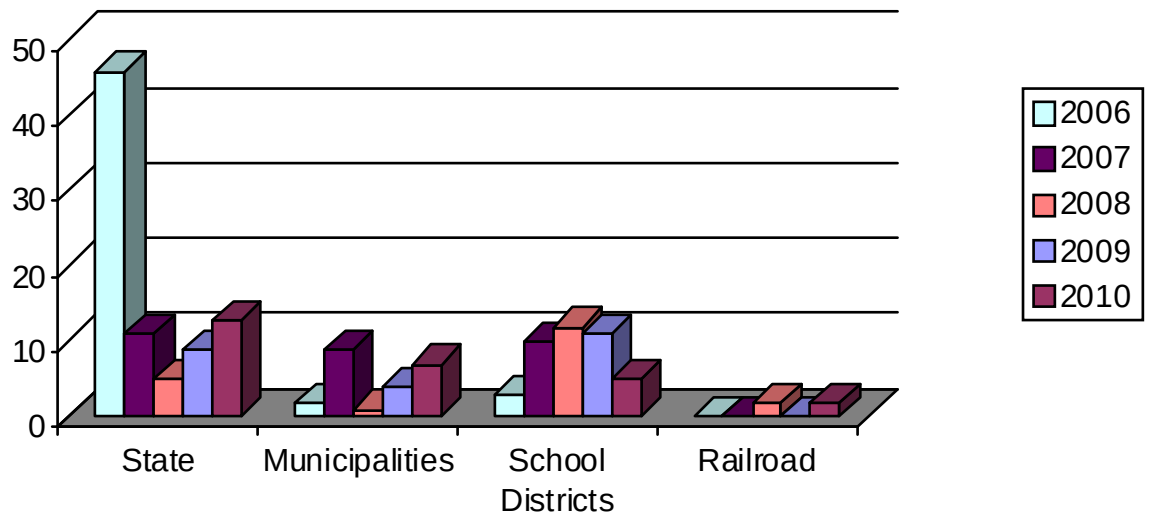
FINAL DISPOSITION	2006	2007	2008	2009	2010
Notices of dismissal issued	59	12	1	3	6
Cases settled or withdrawn	10	7	15	12	10
Cases that went to hearing	5	3	4	1	1
Impasse matters settled or withdrawn	0	0	0	0	0
Cases deferred to arbitration	0	1	0	0	1
TOTAL	74	23	20	16	18

CHARTS

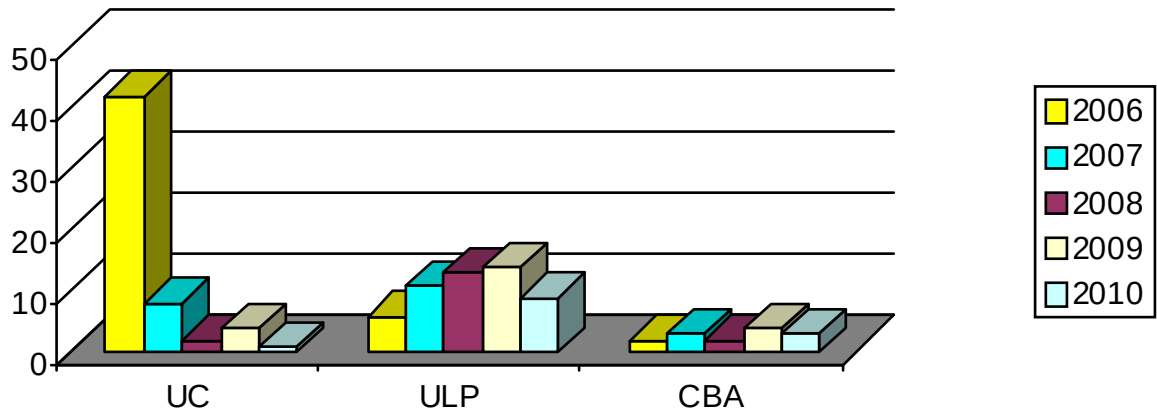


PROGRAM COMPARISON BY YEAR

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



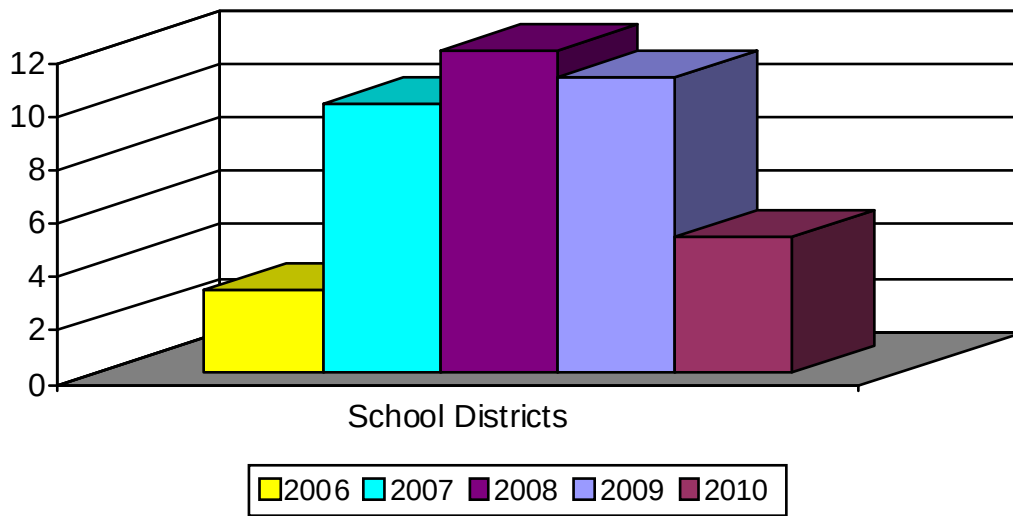
EMPLOYER COMPARISON BY YEAR



PROGRAM FIVE YEAR TRENDS

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

**SCHOOL DISTRICT ACTIVITY FROM 2006 TO 2010
 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. Parties may also notify 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.

Although there was one election conducted in 2010, eleven representation petition cases were filed. The Agency fielded numerous questions regarding organizing and decertification efforts in 2010. The increase in 2010 case filings is a significant increase, because there were no filings in 2009.

Petitions for recognition by mutual consent are filed to change a bargaining unit's name, affiliation, site, or location. There were no such filings in 2010. However, there was one unit amendment petition filed that requested disaffiliation.

REPRESENTATION PETITIONS FILED 11

Employer	
State	2
Municipalities	4
Public Schools	3
Railroad	2
Type	
To certify a new unit	7
To decertify the unit	0
To change representatives	3
To amend certificate	1
Hearings conducted	0
Petitions that proceeded to election	1

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

Under the Public Employment Relations Act (PERA), the Agency hears disputes about strike classifications and impasse matters. Strike classification is important to employees and employers because it essentially determines whether employees have the legal right to go out on strike. PERA divides public employees into three separate classes for purposes of authorization 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 a broad right to strike.

There were two strike class petitions filed in 2010. In the first petition, the Alaska State Employees Association/AFSCME Local 52, AFL-CIO seeks determination of strike classification for seasonal wildfire protection employees. In the second petition, the Petersburg Municipal Employees Association, APEA/AFT, AFL-CIO seeks to include specific City of Petersburg Harbor, Fire, Law Enforcement and Parking, and Manor positions as Class I employees.

STRIKE PETITIONS FILED	2
Employer	
State	1
Municipalities	1
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 2010, one new unit clarification petitions was filed and one was heard, leaving five open UC cases by year's end. Historically, most unit clarification disputes have arisen as objections to state transfers of employees from one bargaining unit to another. This usually has occurred 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.

The unit clarification petition heard by the ALRA board in 2010 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. This dispute generally concerns the appropriate bargaining unit placement of a multitude of positions. Two related unfair labor practice complaints are in abeyance pending the outcome of the unit clarification dispute.

UNIT CLARIFICATION PETITIONS FILED 1

Employer

State	0
Public Schools	1
Municipalities	0
Railroad	0

Hearings conducted	1
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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 2010 decreased 36% over 2009's filings. (See "CASES FILED" page 6 for longer-term trends). Except for 2010, the filings the past few years suggest a short-term rising trend. (See "PROGRAM COMPARISON" page 7). Of the 9 charges filed in 2010, 55% concerned interference with protected rights, 23% concerned bad faith bargaining and 11% concerned duty of fair representation charges. The remaining 11% concerned domination or interference with formation, existence or administration of a union.

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 was one high priority ULP filed in 2010 compared to five filed in 2009. Four 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 2010, the Agency completed eight investigations in an average of 109 days. (See "TIMELINESS" page 16). Of the eight investigations, four were normal priority and were concluded in an average of 162 days and four were high priority and were concluded in 48 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 2010.

UNFAIR LABOR PRACTICE CHARGES FILED

9

Employer		
State		6
Municipalities		2
Public Schools	1	
Railroad		0
Type		
Arbitration related		0
Bad faith bargaining		2
Retaliation		0
Interference with protected rights		5
Domination or interference (a)(2)		0
Union duty of fair representation		1
Employer action without bargaining		0
Information request		0
Scope of bargaining		0
Weingarten		0
Discrimination	0	
Impasse		0
Other		1
Investigations		8
Hearings conducted		0
Other resolution		
Dismissals (no probable cause)		1
Deferrals to arbitration		1
Settled or withdrawn		6
Dismissed, inaction		1
Dismissed, final order		1
Dismissed, Insufficient		1
Remand		0
Other		0

Complainant	2006	2007	2008	2009	2010
Alaska Public Employees Ass'n	0	2	0	0	2
Alaska State Employees Ass'n	0	0	1	0	0
University of Ak Federation of Teachers (was ACCFT 2004-2007)	0	1	1	0	0
School Unions	1	6	6	3	0
Ferry Unions	1	0	0	0	2
Other Unions	1	1	2	9	2
Individuals	1	0	0	0	3
Employers	2	1	3	2	0
Total ULPs filed	6	11	13	14	9

COMPARISON BY ULP COMPLAINANT

	2006	2007	2008	2009	2010
UNION	3	10	10	12	6
EMPLOYER	2	1	3	2	3
INDIVIDUAL	1	0	0	0	0
Total ULPs filed	6	11	13	14	9

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 2010.

CLAIMS FILED	1
Employer	
State	1
Municipalities	0
Public Schools	0
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)**

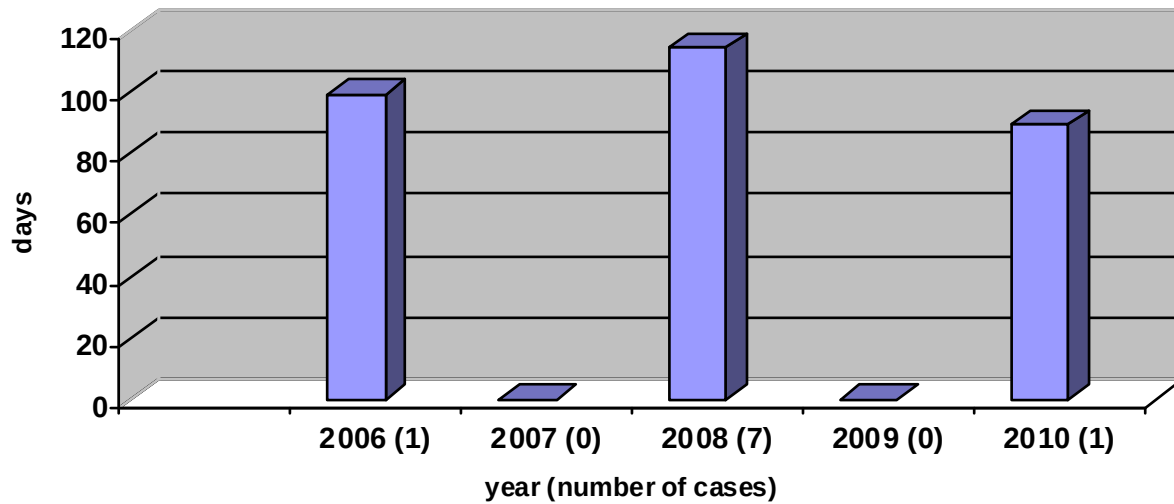
Upon petition of a party, the Agency has statutory authority to enforce the terms of a collective bargaining agreement. All agreements must contain a grievance/arbitration procedure, which the parties must exhaust before filing a petition to enforce the agreement.

Three such petitions were filed in 2010. The highest annual total of CBA case filings during this decade was in 2003, when parties filed 9 petitions.

CBA PETITIONS FILED	3
Employer	
State	3
Municipalities	0
Public Schools	0
Railroad	0
Hearings conducted	1

TIMELINESS

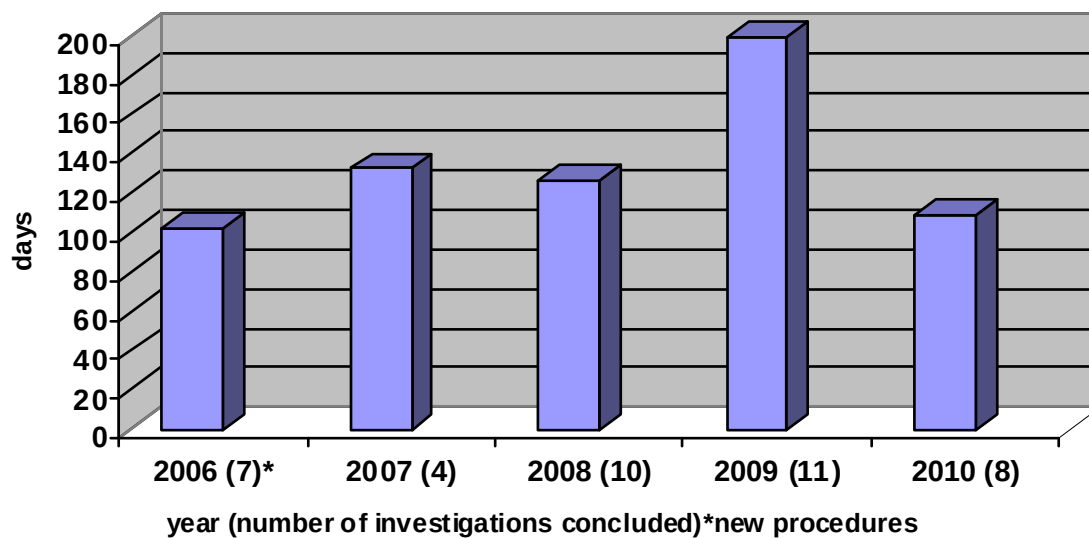
ELECTIONS



NUMBER OF DAYS TO CERTIFICATION OF ELECTION.

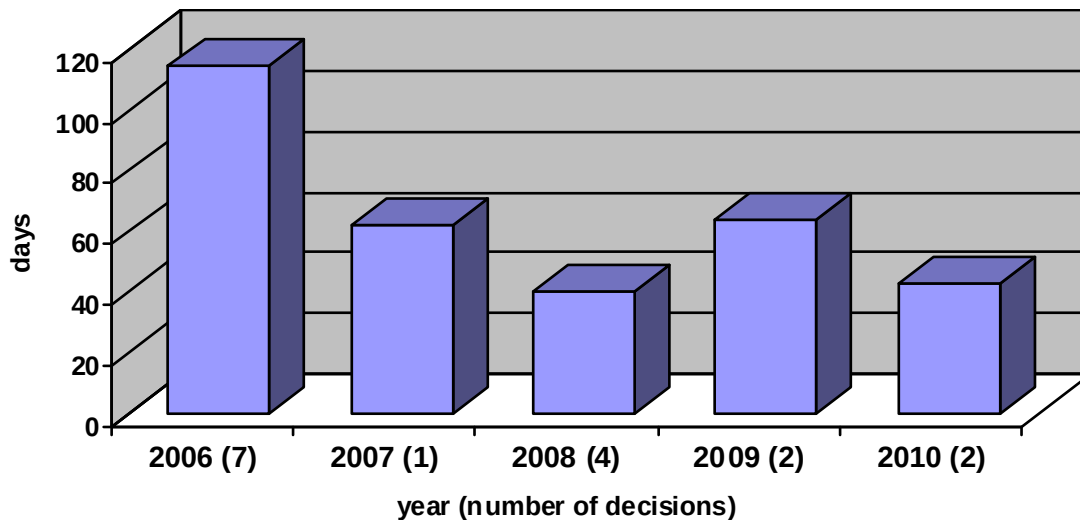
UNFAIR LABOR PRACTICE INVESTIGATIONS

NUMBER OF DAYS TO CONCLUSION OF INVESTIGATION.



DECISION AND ORDERS

NUMBER OF DAYS FROM CLOSING OF RECORD TO DECISION



In 2010, the Board met its goal of issuing 90% of decision and orders within 90 days. Board decision and orders were issued in an average of 43 days from record closure.

DECISIONS AND ORDERS ISSUED

1. *Alaska State Employees Association, AFSCME Local 52, AFL-CIO vs. State of Alaska*, Case No. 09-1546-CBA. Decision and Order No. 290 (January 22, 2010).

In this case, the Alaska State Employees Association filed a petition to enforce its collective bargaining agreement with the State of Alaska. ASEA requested that the ALRA Board order the parties to arbitration over the reclassification of an employee pursuant to a classification study. The State refused to arbitrate, contending that it changed the employee's pay range and step as a result of a valid classification study.

Article 17 of the parties' agreement excluded classification matters from the arbitration process. The ALRA Board concluded that the dispute concerned an issue that fit squarely within Article 17, and it denied ASEA's request to order arbitration.

However, the ALRA Board did find that the arbitration clause in the parties' agreement was broad. Given this, the ALRA Board ordered the parties to attend arbitration over which subsection of Article 21 of the agreement applies for the

purpose of establishing the employee's salary following completion of the classification study.

Finally, the ALRA Board addressed ASEA's argument that the Agency is required by law to "provide a check and balance for the constitutional mandate of the merit principle for state employment." More specifically, ASEA contended that the Agency is "charged with maintaining merit-system principles among public employees." The ALRA Board denied ASEA's assertion.

2. *Alaska Correctional Officers Association vs. State of Alaska, Case No. 09-1556-ULP*. Decision and Order No. 291 (October 14, 2010).

In this unfair labor practice dispute, the Alaska Correctional Officers Association (ACOA) alleged that the State of Alaska committed an unfair labor practice by failing to increase the health insurance contribution in an amount "necessary to maintain comparable coverage under the current Select Benefits Default/Economy Plan," as required by the parties' agreement.

Before a hearing could be held, the State filed a motion to dismiss, contending that the issues in the case were moot. The ALRA Board granted the motion and dismissed the charge.

The ALRA Board found that there was no present, live controversy that required determination. The Board found that the controversy ended when the State paid bargaining unit members' medical costs retroactively. Therefore, even if ACOA would prevail in a hearing, ACOA would not be entitled to any relief. The ALRA Board also concluded that the public interest exception to the mootness doctrine was inapplicable in this case.

Board Member Daniel Repasky dissented in the case. He would find that the dispute was not moot, and the case should have proceeded to hearing. Board Member Repasky believed there were important implications in this dispute for Class I employees. Repasky contended there was an important question of law, regarding a public employer's imposition of a mandatory subject of bargaining, that should have been heard by the Board: "Did the State commit a ULP by improperly imposing upon the ACOA and its members a mandatory term or condition of employment? If so, what remedy?" By finding the matter moot, the Board failed to explore implications that are of great public interest to all Class 1 employees.

APPEALS

There were no appeals filed in 2010.

OTHER AGENCY BUSINESS

The Agency conducted one business meeting during calendar year 2010. 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 2010, 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 2010.

BUDGET

The agency budget remains lean. The Agency has requested a maintenance budget from FY 2011 to FY 2012. 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 streamlines procedures when possible while assuring the fairness of its 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. 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, to judge witness credibility in person, and to give the parties the opportunity to see who is deciding their case. The board believes it is important to participate in continuing education and keep board members and agency staff skills current. Therefore, the board will request additional funds for training.

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

FISCAL YEAR 2011

TOTAL	527.8
Personnel	459.9
Travel	6.2
Services	52.7
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.

Facsimile 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)(3). 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.