
Date: January 2, 2025
To: City and Borough of Juneau Assembly
Thru: Katie Koester
City Manager
From: Joseph Wanner
Chief Executive Officer
Chad A. Brown
Human Resource Director
Re: Request for Ratification of ILWU Tentative Agreement and to Apply Terms to Unrepresented Employees.

Bartlett Regional Hospital representatives and the International Longshore and Warehouse Union (ILWU), Health Care Unit 2201, reached tentative agreement on a three-year collective bargaining agreement on November 26, 2024. The contract term is from January 1, 2024, through December 31, 2026.

December 19, 2024 - The Bartlett Regional Hospital Board of Directors voted unanimously to support the tentatively agreed upon contract, provided the Union received a yes vote from their membership.
December 21, 2024 – ILWU Health Care Unit 2201 voted overwhelming in the affirmative on

The tentative agreement contains annual cost of living increases to the pay schedule for the three years of the contract. In addition, there were some operational changes which do not have a monetary impact. See attached a summary sheet of changes for your review.

Economic Changes:

All economic terms will be effective on the first payday of the relevant fiscal year, or as noted below.

Wages and Pay:

FY2025: The parties bargained a 2% increase to the pay schedule that is effective the first payday in July 2024. (Implemented)

FY2025: The parties bargained a .5% increase to be paid retroactively (to be implemented upon ratification of contract by CBJ Assembly)

FY2026: The parties bargained a 3% increase to the pay schedule that is effective the first payday in July 2025.

FY2027: The parties bargained a 5.5% increase to the pay schedule that is effective the first payday in July 2026.

Summary of Economic Terms:

	Estimated Cumulative Additional Costs Bargaining and Non-Represented (including 30% benefits estimate in wages)
	Wages
FY 2025	\$1,769,000
FY 2026	\$2,176,000
FY 2027	\$4,110,000
Total	\$8,055,000

Operational Changes:

There were operational changes that involved clarifying language and adding or subtracting terms of the Collective Bargaining Agreement.

Conclusion:

Overall contract negotiations were constructive and productive. Chief Negotiator - John Fechter, Chief Financial/Executive Officer - Joe Wanner, Chief Operations/Nursing Officer - Kim McDowell, Chief Quality & Compliance Officer - Gail Moorehead, Director of Human Resources - Chad Brown and HR Manager Tiffany Ridle, took part on the bargaining team on behalf of Bartlett Regional Hospital.

Request for Action:

On behalf of Bartlett Regional Hospital, I respectfully request that the Assembly ratify the terms of this three-year contract, conditioned on ratification by ILWU. Upon Assembly and union ratification, Bartlett Regional Hospital will apply the same economic terms to non-represented positions that do not otherwise have an employment agreement in place.