



July 26, 2019

Dear IBU-Represented Employees:

The Inland Boatmen’s Union of the Pacific, Alaska Region (IBU) began what the State views as an illegal strike yesterday. The purpose of this letter is to provide you with information regarding your pay and benefits during the strike. To the extent you continue to work, your pay and benefits will be unaffected by the strike.

The State is working diligently to reach a resolution with the IBU. We have notified the Federal Mediator of our willingness to meet with union leadership at the Mediator’s earliest convenience. We do not want our IBU employees to go without pay or benefits. We do not want our ships stuck in port and the AMHS shut down.

If the strike continues, those who participate in the strike will not be paid and will not receive unemployment benefits. In addition, if the strike extends past August 1, 2019, starting August 1, the premium for your health insurance will not be covered by the State because you will not be receiving compensation for employment. We want to give you sufficient notice of what your financial cost will be if you wish to continue coverage for yourself and/or your eligible dependents. We also want to let you know how to set up those payments.

On or after August 1st, if the strike is ongoing, striking employees will be responsible for paying the full premium, in accordance with COBRA. The current monthly COBRA rates are as follows:

Plan	Rate
COBRA and LWOP Employee only	
Medical, Standard	\$1,007.78
Medical, Economy	\$584.18
Medical, Consumer	\$505.26
Dental, Standard	\$55.73
Dental, Economy	\$24.52
Vision, Managed	\$13.45
COBRA and LWOP Employee + FAMILY	
Medical, Standard	\$2,761.45
Medical, Economy	\$1,554.92

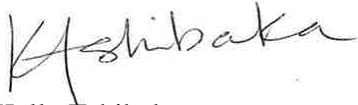
Medical, Consumer	\$1,330.50
Dental, Standard	\$146.91
Dental, Economy	\$58.18
Vision, Managed	\$32.96

For more information on insurance coverage, visit <http://doa.alaska.gov/drb/cobra/cobraInfo.html>

If you have questions about the open issues in the negotiations, please contact your IBU leadership. The State has informed a federal mediator and the IBU that it remains ready to return to the bargaining table with the Union and the mediator upon the mediator's request.

I hope this communication answers some of the questions you may have about the impact of the strike. If you have further questions about your pay or benefits, please submit them in writing to the Division of Personnel and Labor Relations (DOA.DOP.LaborRelations@alaska.gov) for our response and answer.

Sincerely,



Kelly Tshibaka

Commissioner, Department of Administration