

- Article 1 – no change
- Article 2 – no change
- Article 3 – no change
- Article 4 – merit increases paid retroactively for late evaluation, arbitration costs assigned to losing party
- Article 5 – no change
- Article 6 – supervisor may be contracted out if all subordinate positions are contracted out, agency will meet with union to discuss feasibility study
- Article 7 – add “sexual orientation” and “gender identity” to nondiscrimination list
- Article 8 – no change
- Article 9 – changes clarify compliance with Janus ruling
 - “agency fee” becomes “voluntary fair share fee”
 - Clarification of information due from State to APEA
 - Bulletin board language clarified
- Article 10 – no change
- Article 11 – lost/stolen/damaged State property can be deducted from employee’s terminal leave, timeline removed for meet and confer on testing/fingerprinting protocol changes
- Article 12 – no changes
- Article 13 – no change
- Article 14 – no change
- Article 15 – no change
- Article 16 – employees may only refuse to work at a jobsite if there is a Department of Labor citation for lack of safety
- Article 17 – no change
- Article 18 – agencies can set a single date by which all evaluations must be complete on an annual basis
- Article 19 – no change
- Article 20 – no change
- Article 21 – State may furnish electronic copies of records requested by APEA
- Article 22 – no change
- Article 23 – no change

- Article 24 – wage increase
 - Step increases upon promotion
 - Premium pay for SORT
 - All merit increases in two year steps
 - Hazard pay to 15%
 - Biweekly pay periods
 - 3%-1%-1% increase for non-law enforcement
 - 3%-3%-0% increase for law enforcement (by separate Letter of Agreement)
- Article 25 – standby premium increase (language from PSEA contract)
- Article 26 – no change (administrative fix for holidays/flextime)
- Article 27 – no change
- Article 28 – health insurance cap set at 15%, SU will share costs for future actuarial study for leaving Alaskacare
- Article 29 – no change
- Article 30 – offenses related to “individuals in the care or custody of the State” added to list of egregious misconduct
- Article 31 – no change
- Article 32 – no change
- Article 33 – no change
- Article 34 – no change
- Article 35 – no change
- Article 36 – no change
- Article 37 – clarification that APEA/AFT Legal Trust is available to all employees in bargaining unit
- Article 38 – no change
- Article 39 – alter language to match current practice of contract publication and distribution
- Article 40 – establishes effective dates of contract and next bargaining cycle