



PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION

2421 North Front Street
Harrisburg, PA 17110-1110

(717) 364-1700 Phone

(717) 364-1705 Fax

Patrolling the Toughest Blocks in the State

WWW.PSCOA.ORG

Larry Blackwell, President
lblackwell@pscoa.org

Hank McNair, Executive Vice President
hmcnair@pscoa.org

John Eckenrode, Vice President
jeckenrode@pscoa.org

Mark Truskowski, Vice President
mtruskowski@pscoa.org

Raymond Johnston, Secretary/Treasurer
rjohnston@pscoa.org

4/30/20

Dear Brothers and Sisters,

On behalf of your leadership at the Pennsylvania State Corrections Officers Association, we want to thank you for your continued commitment and bravery on the front lines, as you work to keep our communities safe during this unprecedented 21st century pandemic. We are proud of the men and women we are here to serve, as you inspire us every day.

As you know, the PSCOA contract with the Commonwealth ends June 30, 2020. What was looking like a strong year for state revenue has completely cratered in the wake of this pandemic. As a result, the Commonwealth is expecting a \$4-billion deficit.

With the uncertainty surrounding current events, PSCOA decided to offer the Commonwealth a **tentative one-year contract extension** in an attempt to hopefully get away from the COVID-19 economy that we are currently in. One year may give the economy time to recover. If this proposal were to pass, the PSCOA will be seeking a multi-year contract prior to its expiration. We are hopeful that by then, we will be past this pandemic.

While last year the membership received only a 1.75% increase in salary, the Commonwealth has tentatively agreed to our request for a 2.5% pay increase. While we proposed the 2.5% pay increase and no increase to our medical co-pay, the Commonwealth countered with a .25% increase in medical co-pay. Employees also will receive one service increment and/or longevity step on their anniversary/longevity date. The only other change is the voluntary deduction for Corrections USA will be removed and replaced by the Corrections Peace Officers Foundation.

Your support of this contract extension would mean a net increase in pay from last year, despite Pennsylvania's projected deficit. Please keep this in mind when voting, and return the enclosed ballot and self-addressed, stamped envelope with your decision, **postmarked before May 22, 2020.**

Know that PSCOA and its legal team were already well underway preparing what promised to be an aggressive and comprehensive contract proposal. Delaying our contract negotiations for a year will also provide us a unique opportunity to document the increased dangers that you faced each day while serving the Commonwealth during this pandemic.

Once again, thank you all for your unwavering bravery and dedication to serving your communities. We also extend our sincere thanks to your families for the sacrifices they make each day when you leave for work. We will continue to work hard and do everything we can to prepare and deliver the very best contract that you deserve.

In Solidarity,

Team PSCOA

COMMONWEALTH OF PENNSYLVANIA & PENNSYLVANIA STATE CORRECTIONS OFFICERS ASSOCIATION

Summary of Changes For Contract Renewal Effective July 1, 2020

Preamble – No Change

Article 1: Recognition - No Change

Article 2: Management Rights - No Change

Article 3: Association Security

- o Delete all references to fair share fees (Housekeeping)

Article 4: Dues Deduction

- o Delete all references to fair share fees (Housekeeping)

Article 5: Credit Union – No Change

Article 6: Hours of Work – No Change

Article 7: Meal Periods – No Change

Article 8: Eating & Sanitary Facilities – No Change

Article 9: Holidays – No Change

Article 10: Leaves – No Change

Article 11: Stress Day – No Change

Article 12: Leave of Absence – No Change

Article 13: Civil Leave – No Change

Article 14: Military Leave – No Change

Article 15: Leave of Absence without Pay – No Change

Article 16: Family and Medical Leave Act (FMLA) Leave – No Change

Article 17: Salaries & Wages

o Effective July 1, 2020, each employee covered by this Agreement shall receive a 2.5% General Pay Increase (GPI).

o Employees will receive one service increment and/or longevity step on their anniversary/longevity date, as applicable, during the time period covered by this Agreement (the first day in the first pay period in the employee's anniversary/longevity month).

Article 18: Overtime – No Change

Article 19: Shift Differential – No Change

Article 20: Call Time & Lay-Over – No Change

Article 21: Standby Time – No Change

Article 22: Life Insurance – No Change

Article 23: Health Benefits

o Employer contribution level • July 2020 - \$502 biweekly per employee

o Employee contribution rates (based on employee's biweekly gross base salary)

• July 2020 - 2.5% for employees who participate in Get Healthy

• The contribution rate will remain at 5% for employees who do not participate in Get Healthy

Article 24: Work-Related Injuries – No Change

Article 25: Classification – No Change

Article 26: Discharge, Demotion, Suspension, and Discipline – No Change

Article 27: Seniority – No Change

Article 28: Furlough Periods – No Change

Article 29: Uniforms, Clothing and Equipment – No Change

Article 30: Discrimination – No Change

Article 31: Association Business – No Change

Article 32: Peace and Stability – No Change

Article 33: Miscellaneous Provisions – No Change

Article 34: Equal Employment Opportunity – No Change

Article 35: H-1 Alternative Dispute Resolution Process - Grievances and Arbitration – No Change

Article 36: Safety and Health – No Change

Article 37: Successors – No Change

Article 38: Political Action Committee Deductions

o Provide that by the end of this contract that the parties shall work to transition the payroll slot currently used for Corrections USA for a voluntary deduction program for membership in the Corrections Peace Officers Foundation.

Article 39: Bargaining Unit Work – No Change

Article 40: PSCOA Scholarship Fund – No Change

Article 41: Leave Donation Program – No Change

Article 42: Termination

o One (1) Year, July 1, 2020 - June 30, 2021.