



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 Truszkowski, Vice President
mtruszkowski@pscoa.org

Raymond Johnston, Secretary/Treasurer
rjohnston@pscoa.org

Brothers and Sisters,

There have been a lot of questions as to why we would agree to a 2.5% wage increase and a .25% increase in medical. To be clear, there will be no agreement without the membership agreeing to the extension. We would however like to clear up any misinformation that is out there about the AFSCME contract. We have included their wage agreement in this post. They did not get a 4% general pay increase in 2020, they received a 2% increase.

Some members believe that AFSCME receive a 16% increase in general pay over four years. This is not accurate. They did receive a 16% raise but only after you add the general pay increases together with the longevity raises that they received. In 2022, AFSCME will not receive a longevity raise. This is a roughly a 3.5% loss compounded every year of employment.

Let's use the same math for this contract extension. General pay increase, plus longevity. If you have under twelve years of service you will receive an increase of **6.5%**. If you are a member that has maxed out your steps, you will get a **3.5%** increase.

This extension was requested because we may have a better looking economy next year. We will still make all the same arguments on the stresses of our job and will unfortunately have some more to add. This decision was made based off of the recommendations of professionals that we need to present when it comes time to arbitrate our contract. Since COVID, the economy has greatly declined and continues to do so. I hope this clears up some questions that you may have had. Please talk to your Local Officers, contact your Business Agent or contact any of the PSCOA leadership.

Team PSCOA

Section 7. Definitions

a. For the purpose of this Article, parent shall be defined as the biological, adoptive, step or foster parent of the employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter.

b. For the purpose of this Article, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, a child of a person standing in loco parentis, or a biological or adopted child of the employee's domestic partner who is:

- (1) under 18 years of age; or
- (2) 18 years of age or older and incapable of self-care because of a mental or physical disability.

Effective with the beginning of the 2021 leave calendar year, the definition of a son or daughter shall not include a biological or adopted child of the employee's domestic partner.

c. For the purpose of this Article, domestic partner shall be defined as a same sex domestic partner who meets the eligibility criteria established by the Commonwealth.

Section 8. Guidelines

a. Guidelines established by the Secretary of Administration regarding FMLA leave are published through the Directives Management System (Reference Management Directive 530.30).

b. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act, 43 P.S. Sections 951, et seq., and the Family and Medical Leave Act of 1993, 29 U.S.C. Sections 2601, et seq.

c. Should the Patient Protection and Affordable Care Act of 2010, 42 USC § 18001 *et seq.*, or its regulations be modified or interpreted to not provide an additional 91 calendar days of benefits as described in Section 1 of this Article, it is agreed that the health and life insurance entitlements outlined in this Article will not be diminished.

ARTICLE 19
SALARIES AND WAGES

Section 1. Effective July 1, 2019, each employee covered by this Agreement who is in an active pay status shall receive a general pay increase of three percent (3.0%). This increase is reflected in the Standard Pay Schedule in Appendix A.

Section 2. Effective October 1, 2020, each employee covered by this Agreement who is in an active pay status shall receive a general pay increase of two percent (2.0%). This increase is reflected in the Standard Pay Schedule in Appendix B.

Section 3. Effective October 1, 2021, each employee covered by this Agreement who is in an active pay status shall receive a general pay increase of two and one-half percent (2.50%). This increase is reflected in the Standard Pay Schedule in Appendix C.

Section 4. Effective October 1, 2022, each employee covered by this Agreement who is in an active pay status shall receive a general pay increase of two and one-half percent (2.50%). This increase is reflected in the Standard Pay Schedule in Appendix D.

Section 5. A permanent salaried employee whose salary exceeds the maximum of the employee's applicable pay scale group when the general pay increases outlined in Sections 1, 2, 3, and 4 are effective shall receive the annual amount of the general pay increase in the form of a one-time cash payment rounded to the nearest dollar. The cash payment shall be paid no later than the next payday after the general pay increase is reflected in the paychecks of employees who are not above the maximum.

If an employee's rate of pay exceeds the maximum of the employee's applicable pay scale group before the general pay increase, but would not exceed the maximum after the general pay increase, the employee's rate shall be increased by an amount which will make it equal to the new maximum. The one-time cash payment for an employee in this situation shall be reduced by the amount of increase in the employee's annual rate of pay.

Section 6. a. Employees hired into classifications covered by this Agreement shall be paid the minimum rate for the pay scale group assigned to their classification as reflected on the Standard Pay Schedule.

b. The Commonwealth may hire employees at pay rates above the minimum rate of the assigned pay scale group. In such cases, the Office of Administration will notify AFSCME Council 13 after it has approved the hiring above the minimum rate and before the above minimum appointments are made by the appointing authority.

Section 7. a. Employees covered by this Agreement who have been employed continuously by the Commonwealth since April 30, 2019 will be eligible to receive a one step service increment effective on the first day of the first full pay period in April, 2020.

b. Employees covered by this Agreement who have been employed continuously by the Commonwealth since April 30, 2020 will be eligible to receive a one step service increment effective on the first day of the first full pay period in April, 2021.

c. Employees covered by this Agreement who have been employed continuously by the Commonwealth since January 31, 2022 will be eligible to receive a one step service increment effective on the first day of the first full pay period in January, 2023.