

# The PSTA Arbitration Update



## P e n n s y l v a n i a S t a t e T r o o p e r s A s s o c i a t i o n

DAY FOUR

SEPTEMBER 11, 2008

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President Edwards testified to several proposals. The first proposal testified to was the PSTA request for a two year term for this contract. President Edwards provided testimony regarding the PSTA request for an 8% increase in wages for each of the two years of the term of agreement. President Edwards testified that the PSTA has demonstrated to the Arbitration Panel that the PSP is the finest law enforcement agency, and its members are different than other Commonwealth employees. President Edwards testified that an 8% increase in wages will bring PSP wages in line with wages of similar state police agencies.

PSTA Arbitrator Gary Lightman provided an explanation of exhibit prepared by economist Dr. Amy McCarthy. These exhibits more clearly demonstrated the difference in compensation between Pennsylvania and other state police agencies. Arbitrator Lightman also explained exhibits showing comparison between PSP and other police departments within Pennsylvania.

President Edwards testified to the PSTA request for 9% rank differential for all ranks from Corporal to Major, and testified to the request for an increase in percentage of the paid leave buy-out for members who die prior to retirement. He provided testimony concerning the request for administrative leave for all grievants and witnesses to appear at grievance hearings and hearings before the Labor Board regarding Unfair Labor Practices. He provided testimony for the PSTA request to increase the cap on members' life insurance policies from \$50,000.00 to \$100,000.00. He provided testimony concerning the requested scholarship fund for members who are killed in the "line-of-duty". He provided testimony concerning limiting the Department from exempting positions from the provisions of Article 37 of the Collective Bargaining Agreement.

TFC Jason Cesari provided testimony concerning the PSTA request to increase from 60 days to 120 days, the number of days that can be donated to a member who needs to use the sick leave bank.

Cpl. Michael Friedenberger, former PSTA Vice President, provided testimony concerning the PSTA request for members to receive 6% differential for all hours worked during weekends. This proposal is to provide a 6% increase to the existing rate of pay in addition to any shift differential received.

TFC James Biever testified to the PSTA's proposal to expand the Trooper First Class program to include a 2% increase in pay for all members of all ranks after 10 years in grade and an additional 2% increase in pay for all members of all ranks after 20 years in grade.

TFC Jay McKee provided further testimony concerning the PSTA's proposal to expand the Trooper First Class program. TFC McKee also provided testimony regarding the PSTA's proposal for scheduling. McKee asked that the panel would order the PSP to negotiate a schedule program with PSTA, where the award would mandate a scheduling system.

Dr. Bennett Chotiner and Dr. Erik Chotiner of the Memorial Eye Institute, Harrisburg, PA provided testimony concerning the PSTA's proposal to expand the vision benefit to include coverage for laser correction.

TFC Ronald Scott provided testimony concerning the PSTA's proposal to expand the allowance of sick family leave to provide that members are allowed to use all necessary accumulated sick leave and to expand the definition of family member to include any relatives living in the member's household.

TFC Michael Pastore provided testimony concerning the PSTA's request for personal leave. The PSTA is requesting to increase personal leave from 4 days to 6 days and to provide that a member's request for leave not be refused.