

Summary of Changes in the PSEA-DOT&PF (Airport Police & Fire Officer) 2020-2023 Collective Bargaining Agreement

This simplified summary is provided only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement. Non-substantive changes to fix or cleanup language are omitted.

Structure:

ARTICLE	CHANGE
1, 11 & throughout	Public Safety Officers Bargaining Unit Members within the Department of Transportation & Public Facilities (i.e. Airport Police & Fire Officers) have their own, separate collective bargaining agreement. References to Department of Public Safety employees deleted.
3	A disagreement on language regarding union dues deductions will be submitted to interest arbitration. The resulting language will be added to the finalized contract at that time.

Pay and Leave:

ARTICLE	CHANGE
2.04.E	Union business leave will not be unreasonably denied.
9 and 14.06.E	Clarifies Minimum Guarantee when scheduled hours drop below 80 due to training. Clarifies travel time and administrative leave for affecting schedule changes and providing for a sleep period due to training.
14	Changes to recognize conversion of pay periods and paydays to biweekly
14	Moves this provision: For the purposes of personal leave accrual, personal sick leave bank, leave cash in, mandatory leave usage, and association leave bank assessments, a "day of leave" equals 8 hours. For the purposes of personal leave usage, it shall require 12 hours of leave to equal 12 hours in pay status
15.02.B	7% raise in the second year of the agreement and 3% raise in the third year
15.02.B	Clarifies academy pay and updates formula for biweekly pay periods.
15.06	Terms clarified for observing or working a holiday. Working a partial holiday recognized.
15.14	Consolidates pay sections applying to APFOs.
16	Clarifies holidays falling on RDOs
17	Pay days redefined to reflect the change to bi-weekly paydays
Appendix	Provides for a master agreement for individual alternate work schedules and for individual flexible schedules.

Work Rules (not affecting pay):

ARTICLE	CHANGE
7.02	Clarify that notice within 2 days of a complaint is 2 of the employee's working days
7.03.A	Clarifies employment status when employee is charged with a crime
7.03.B	Clarifies definition of "Known & Obvious" investigation
7.04.A.9	Establishes benchmark for completing administrative investigation
7.04.A.10	Any leave tolls 75-day administrative leave time limit
8	Delete unnecessary references to moving and prison transport
9	Clarifies Minimum Guarantee when scheduled hours drop below 80 due to training. Clarifies travel time and administrative leave for affecting schedule changes and providing for a sleep period due to training.
11.05 & .06	Clarifies loss of seniority when leaving employment
11.07	Vacation scheduling applies to vacations of three work days or more
11.10-12	Establishes shifts and shift changing terms. Reassignments and schedule changes require notification to PSEA.
12	Provisions for transfer between airports.
19.01	Clarifies probation period ends when APSC and necessary fire certifications are received
23	Revises psychological fit for duty process

Benefits:

ARTICLE	CHANGE
22	Deletes re-opener provision. Recognizes PSEA's move to the ASEA Health Trust. Employer's health insurance premium contributions for PSEA members will be whatever is negotiated by ASEA.