



NP-4 CORRECTIONS CONTRACT ARBITRATION SUMMARY: JANUARY 5, 2009

On Jan. 5, 2009, we received the arbitration award for our new collective bargaining agreement. The economic highlights are as follows:

ISSUE	ARBITRATOR'S DECISION
Duration of Contract	3 Years
General Wage Increase, Year 1	Increase of 3.0%, retroactive to July 4, 2008
General Wage Increase, Year 2	Increase of 2.5%
General Wage Increase, Year 3	Increase of 2.5%
Annual Increment, Year 1	Retroactive and On Time
Annual Increment, Year 2	6 month delay
Annual Increment, Year 3	6 month delay
Longevity	Current schedule, no improvement.
New Additional Top Step, Year 1	No new language
New Additional Top Step, Year 2	No new language
New Additional Top Step, Year 3	No new language
Lump Sum, Top Step Employees, Year 1	\$750 lump sum, on time. (See p. 84, footnote 33 of the award)
Lump Sum, Top Step Employees, Year 2	\$750 lump sum, 6 month delay
Lump Sum, Top Step Employees, Year 3	\$750 lump sum, 6 month delay
Revised Pay Plan, Year 1	No new language
Revised Pay Plan, Year 2	No new language
Revised Pay Plan, Year 3	No new language
Top Step Increase, Year 1	No new language
Top Step Increase, Year 2	No new language
Top Step Increase, Year 3	No new language
Stipend for Clothing & Appearance	Retain current language; no new section 6 providing for stipend
Meal Allowance, Year 1	50 cents increase to \$8.50 per meal, retroactive to July 4, 2008
Meal Allowance, Year 2	Stays at \$8.50 per meal
Meal Allowance, Year 3	50 cents increase to \$9 per meal
Meal Allowance – Parole & Community Service	No new language.
Night Shift Differential, Year 1	Retain current language
Night Shift Differential, Year 2	Retain current language
Night Shift Differential, Year 3	Increase to 90 cents per hour
Weekend Shift Differential, Year 1	Retain current language
Weekend Shift Differential, Year 2	Retain current language
Weekend Shift Differential, Year 3	Increase to 65 cents an hour

WHAT'S NEXT?

Arbitrated contract awards require legislative approval. The State has 10 days to submit the arbitrated award to the clerks of the House and Senate. Once stamped by the clerks, legislators have 30 days to act on the award.

TO VIEW THE ARBITRATED AWARD IN ITS ENTIRETY, CLICK ON YOUR UNION WEBSITES:

www.afscmelocal387.net
www.afscmelocal391.com
www.local1565.org
www.council4.org

