THE SERVICE EMPLOYEES INTERNATIONAL UNION,
HEALTHCARE PENNSYLVANIA, CTW, CLC
July 1, 2011 to June 30, 2015

Contractual Furlough Notice language: Article 25, Section 5, e

e. Where practicable, the Employer will notify the Union one month in advance of any impending furlough.

Contractual Placement language: Article 25, Section 11

Section 11. Placement: If an employee is unable to execute a bump as provided by Article 25, Section 5, and is placed on a furlough list, the Commonwealth will attempt to place the employee in a budgeted, available, uncommitted vacancy in a classification covered by the Agreement to which there are no seniority claims in the following manner:

a. Placement will be to positions in classifications outside the employee's seniority unit in the same or lower pay scale group covered by the Agreement in agencies under the jurisdiction of the Governor and will be carried out in an order consistent with the bumping order outlined in Article 25, Section 5, provided the employee possesses the requisite skill and ability. If such placement is not possible, the employee will be placed in a position covered by this Agreement for which the employee qualifies, provided the pay scale group for the classification is equal to or lower than the pay scale group for the employee's classification at the time of furlough.

b. Geographic limitations for the application of this Section will be designated by the employee by completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available or a statewide availability. The provisions of this Section will be implemented at the time the employee's completed placement questionnaires are received by the Secretary of Administration or designee and will continue for twelve months from the date of furlough. The provisions of this section will not be implemented for employees who do not return a completed placement questionnaire.

c. Placement will be made in order of Bargaining Unit seniority; however, employees with an earlier furlough date will be placed in vacancies before employees with a later furlough date.

d. Civil service employees will have placement rights only to civil service vacancies, except that if an appropriate vacancy in a civil service position is not available and an employee previously held a non-civil service position in a classification to which the employee would have rights under this section, placement in that non-civil service classification will be attempted consistent with the requirements outlined in paragraph l of this section. Non-civil service employees will have placement rights only to non-civil service

vacancies, except that if an appropriate vacancy in a non-civil service position is not available and the employee previously was a member of the classified service in a classification to which the employee would have rights under this Section, placement in that civil service classification will be attempted consistent with the requirements outlined in paragraph one of this Section and in accordance with the Civil Service Act and Rules.

e. Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this section cease. The furloughed employee shall retain recall rights as outlined in Article 25, Section 7.

f. Employees placed in vacancies in the same classification from which they were furloughed will lose recall rights as outlined by Article 25, Section 7. Those employees placed in a lower classification will retain their recall rights under Article 25, Section 7.

g. If an employee accepts an offer of placement under this Section, any other placement rights to which the employee may be entitled under this Section cease. In addition, such employee shall complete an "Availability for Temporary Employment" questionnaire. If an employee indicates a desire not to be offered placement to temporary positions no such offers will be made and placement rights to permanent positions will not be affected. However, if an employee indicates a desire to be offered.

SEIU LOCAL 668
July 1, 2011 to June 30, 2015

Contractual Furlough Notice language: Article 29, Section 7, f

f. Where the need for furlough can be reasonably anticipated, the Employer will notify the Union one month in advance of any impending furlough.

Contractual Recall language: Appendix H

Recall only

1. All Correctional Institutions on a Statewide basis for employees furloughed from an individual Correctional Institution.

Contractual Placement language: Article 29, Section 10

Section 10. If an employee is unable to execute a bump as provided by Article 29, Section 7, and is placed on a furlough list, the Employer will attempt to place the employee in a budgeted, available, uncommitted vacancy in classifications covered by this Agreement to which there are no seniority claims in the following manner:

a) Placement will be made to positions in classifications covered by this Agreement to which the employee has bumping rights in any agency under the jurisdiction of the Governor provided the employee possesses the requisite skill and ability. In addition, placement will be made to entrance level vacancies in any classification covered by this Agreement in the same or lower pay scale group in any agency under the Governor's jurisdiction, provided the employee meets the minimum requirements and qualifications essential to the work of the vacancy. For purposes of this Section only, the following classifications shall be considered as entrance level provided there are no permanent, full-time employees who have a seniority right to the position in question and provided further that the promotional rights of temporary employees shall be superseded by the placement rights of permanent employees.

Vocational Rehabilitation Counselor I
Claims Investigation Agent
Residential Services Worker
Human Service Aide
Caseworker
Corrections Counselor I
Income Maintenance Caseworker
Youth Development Counselor I
Therapeutic Activities Services Worker
Energy Assistance Worker
Social Worker I
Therapeutic Recreational Services Worker

Vocational Adjustment Services Worker
Vocational Rehabilitation Counseling Assistant

b) Employees placed in entrance level vacancies which are not in the classification or classification series which an employee previously held will serve a six month probationary period during which the provisions of Article 3l, Section 1 shall not apply. Employees who are terminated for failure to successfully complete the probationary period shall retain recall rights under Section 9 of this Article.

c) Geographic limitations for the application of this Section will be designated by the employee completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available for employment or a statewide availability. Such county or statewide designation may be changed once during the placement period. Such changing will not be considered effective until received, in writing, by the Bureau of State Employment, Office of Administration, and will not alter the status of any placement referrals which have been initiated. In addition, the employee may designate a pay scale group below which the employee will not accept an offer of placement. However, once such a pay scale group cut-off is designated it cannot be changed.

d) Each employee will complete an "Availability for Temporary Employment Questionnaire." If an employee indicates a desire not to be offered placement to temporary positions no such offers will be made and placement rights to permanent positions will not be affected. However, if an employee indicates a desire to be offered placement to temporary positions, is offered a temporary position and refuses such an offer, the employee shall forfeit all placement rights.

e) Employees who are offered placement to a UC Claims Intermittent Intake Interviewer position and refuse such offers shall forfeit placement rights to other UC Claims Intermittent Intake Interviewer positions and temporary positions only. However, acceptance of placement to a UC Claims Intermittent Intake Interviewer position or a temporary position shall not impact placement rights to permanent positions. Employees who have recall rights to Employment Interviewer Assistant positions and are placed into UC Claims Intermittent Intake Interviewer positions shall retain recall rights to Employment Interviewer Assistant positions.

f) Placement will be made in order of Bargaining Unit seniority.

g) Civil service employees will have placement rights to both civil service and non-civil service vacancies consistent with the requirements outlined in Subsection a. of this Section. Non-civil service employees will have placement rights only to non-civil service vacancies, except that if an appropriate vacancy in a non-civil service position is not available and the employee previously was a member of the classified service in a classification to which the employee would have rights under this Section, placement in that civil service classification will be attempted consistent with the requirements

outlined in Subsection a. of this Section and in accordance with the Civil Service Act and Rules.

h) Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this Section shall cease. The furloughed employee shall retain recall rights as outlined in Article 29, Section 9.

i) If an employee accepts an offer of placement under this Section, any other placement rights to which an employee may be entitled shall cease. If an employee accepts an offer of placement to a temporary position, the employee shall retain placement rights to a permanent, full-time position under this Section.

j) Employees placed in vacancies in the same classification from which furloughed or in vacancies in other classifications at the same pay scale group of the classification from which furloughed and in the same seniority unit from which furloughed shall lose recall rights outlined in Article 29, Section 9. However, employees placed in vacancies in the same classification from which furloughed or in vacancies in other classifications at the same pay scale group of the classification from which furloughed but in a seniority unit other than the seniority unit from which furloughed, will retain recall rights only to the seniority unit from which they were furloughed. Employees who have recall rights to Employment Interviewer Assistant positions and are placed into UC Claims Intermittent Intake Interviewer positions shall retain recall rights to the Employment Interviewer Assistant positions. Those employees placed in a classification in a lower pay scale group will retain their recall rights under Article 29, Section 9.

k) The provisions of this Section will be implemented at the time the employee's completed placement questionnaire is received by the central human resource office of the appropriate agency and will continue for 12 months after the employee has been furloughed. When the 12 month period has expired, an employee's rights under this Section cease. However, the employee will retain recall rights under Article 29, Section 9, except as provided in Subsection j. The provisions of this Section will not be implemented on behalf of employees who do not return completed placement questionnaires.

l) Employees who refuse bump opportunities in accordance with Section 7 a., b., c. or d. of this Article shall not be eligible for placement under the provisions of this Section.

m) Furloughed employees who either are superannuated or who are eligible under a special retirement incentive program, and who file applications for retirement benefits which are subsequently approved, shall forfeit all placement rights under this Section, as of the date of the approval of benefits by the State Employees' Retirement Board.

Pennsylvania Doctors Alliance
July 1, 2009 to June 30, 2012

Contractual Furlough Notice language: Article 7, Section 5, d

d. Where practicable, the Employer will notify the Alliance one month in advance of any impending furlough.

Contractual Placement language: Article 7, Section 9

Section 9. In the event of a consolidation or elimination of jobs, or furlough, the Employer will attempt to place the affected employees in such vacant positions as are available in the same class or lower class within the bargaining unit within the agency/university. All things being equal, preference in choice of available positions shall be based on seniority standing. An employee who rejects placement to a position in a classification to which the employee is eligible to bump shall lose further placement rights but shall retain recall rights under Section 7.

A furloughed employee who applies for and receives retirement benefits from the State Employees' Retirement Board shall forfeit all recall rights as of the date of the approval of benefits by the State Employees' Retirement Board.

Pennsylvania State Corrections Officers Association
July 1, 2011 to June 30, 2014

Contractual Furlough Notice language: Article 27, Section 7, c

c. Where the need for furlough can be reasonably anticipated, the Employer will notify the Association one month in advance of any impending furlough.

Contractual Reassignment language: Article 27, Section 12

Section 12. In the event of the consolidation or elimination of jobs, the Employer shall reassign the affected employees to positions for which they are qualified insofar as positions are available. If positions are not available, the employees will be furloughed.

OPEIU HEALTHCARE PENNSYLVANIA
LOCAL 112
July 1, 2011 to June 30, 2015

Contractual Furlough Notice language: Recommendation 25, Section 6, e

e. Where practicable, the Employer will notify the Union one month in advance of any impending furlough.

Contractual Placement language: Recommendation 25, Section 12

Section 12. Placement: If an employee is unable to execute a bump as provided by Recommendation 25, Section 6, and is placed on a furlough list, the Commonwealth will attempt to place the employee in a budgeted, available, uncommitted vacancy in a classification covered by the Memorandum to which there are no seniority claims in the following manner:

a. Placement will be to positions in classifications outside the employee's seniority unit in the same or lower pay scale group covered by the Memorandum in agencies under the jurisdiction of the Governor, except that for employees within an independent agency placement will also be made to positions covered by this Memorandum within the independent agency, and will be carried out in an order consistent with the bumping order outlined in Recommendation 25, Section 6, provided the employee possesses the requisite skill and ability. If such placement is not possible, the employee will be placed in a position covered by this Memorandum for which the employee qualifies, provided the pay scale group for the classification is equal to or lower than the pay scale group for the employee's classification at the time of furlough.

b. Geographic limitations for the application of this Section will be designated by the employee by completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available or a statewide availability. The provisions of this Section will be implemented at the time the employees' completed placement questionnaires are received by the Secretary of Administration or designee and will continue for twelve months from the date of furlough. The provisions of this Section will not be implemented for employees who do not return a completed placement questionnaire.

c. Placement will be made in order of Supervisory Unit seniority; however, employees with an earlier furlough date will be placed in vacancies before employees with a later furlough date.

d. Civil service employees will have placement rights only to civil service vacancies, except that if an appropriate vacancy in a civil service position is not available and an employee previously held a non-civil service position in a classification to which the employee would have rights under this Section, placement in that non-civil service classification will be attempted consistent with the requirements outlined in Paragraph l of this Section. Non-civil service employees will have placement rights only to non-civil service

vacancies, except that if an appropriate vacancy in a non-civil service position is not available and the employee previously was a member of the classified service in a classification to which the employee would have rights under this Section, placement in that civil service classification will be attempted consistent with the requirements outlined in Paragraph one of this Section and in accordance with the Civil Service Act and Rules.

e. Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this Section cease. The furloughed employee shall retain recall rights as outlined in Recommendation 25, Section 8.

f. Employees placed in vacancies in the same classification from which they were furloughed will lose recall rights as outlined by Recommendation 25, Section 8. Those employees placed in a lower classification will retain their recall rights under Recommendation 25, Section 8.

g. If an employee accepts an offer of placement under this Section, any other placement rights to which the employee may be entitled under this Section cease. In addition, such employee shall complete an "Availability for Temporary Employment" questionnaire. If an employee indicates a desire not to be offered placement to temporary positions no such offers will be made and placement rights to permanent positions will not be affected. However, if an employee indicates a desire to be offered a temporary position and refuses such an offer, the employee shall forfeit all placement rights.

FEDERATION OF STATE CULTURAL AND EDUCATIONAL PROFESSIONALS
LOCAL 2382
July 1, 2011 to June 30, 2015

Contractual Furlough Notice language: Article 24, Section 6

Section 6. When the Employer determines that a furlough affecting this bargaining unit is necessary, the Employer will give a one month advance written notice to the Federation, except where circumstances would not permit it. Thereafter, at the Federation's request, the Employer and the Federation will have continuing discussions concerning the layoff or furlough as more information becomes available.

Contractual Placement language: Article 24, Section 12

Section 12. If an employee is unable to execute a bump as provided in Article 24, Section 6, and is placed on a furlough list, the Commonwealth will attempt to place the employee in a budgeted, available, uncommitted vacancy in a classification covered by this agreement to which there are no seniority claims in the following manner:

a. Placement will be made to positions in classifications covered by this Agreement to which an employee has bumping rights in any agency under the jurisdiction of the Governor provided the employee possess the requisite skill and ability. In addition, placement will be made to entrance level vacancies in any classification covered by this Agreement in the same or lower pay scale group in the agency from which the employee was furloughed, provided the employee meets the minimum requirements and qualifications essential to the work of the vacancy.

   If an employee is unable to be placed under Paragraph one of this Subsection, placement will be made to entrance level vacancies in a classification in the same or lower pay scale group in the same bargaining unit from which the employee was furloughed in any agency under the jurisdiction of the Governor, provided the employee meets the minimum requirements and qualifications essential to the work of the vacancy.

b. Employees placed in entrance level vacancies which are not in the classification or classification series which an employee previously held will serve a six month probationary period during which the provisions of Article 35, Section 1 shall not apply. Employees who are terminated for failure to successfully complete the probationary period shall retain recall rights under Section 8 of this Article.

c. Geographic limitations for the application of this Section will be designated by the employee completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available for employment or a statewide availability.

d. Placement will be made in order of seniority; however, employees with an earlier furlough date will be placed in vacancies before employees with a later furlough date.

e. Civil service employees will have placement rights to both civil service and non-civil service vacancies consistent with the requirements outlined in Paragraph one of this Section. Non-civil service employees will have placement rights only to non-civil service vacancies, except that if an appropriate vacancy in a non-civil service position is not available and the employee previously was a member of the classified service in a classification to which the employee would have rights under the Section, placement in that civil service classification will be attempted consistent with the requirements outlined in Paragraph one of this Section and in accordance with the Civil Service Act and Rules.

f. Employees will be offered placements in one vacant position. If an employee declines the offer of placement, the employee's rights under this Section cease. The furloughed employee shall retain recall rights as outlined in Section 8 of this Article.

g. If an employee accepts an offer of placement under this Section, any other placement rights to which an employee may be entitled under this Section cease.

h. In addition, employees shall complete an "Availability for Temporary Employment" questionnaire. If an employee indicates a desire not to be offered placement to temporary positions no such offers will be made and placement rights to permanent positions will not be affected. However, if an employee indicates a desire to be offered a temporary position and refuses such an offer, the employee shall forfeit all placement rights.

i. Employees placed in vacancies in the same classification from which furloughed or in vacancies in other classifications at the same pay scale group of the classification from which furloughed will lose recall rights outlined by Article 24, Section 8. Those employees placed in a classification in a lower pay scale group will retain their recall rights under Article 24, Section 8.

j. The provisions of this Section will be implemented at the time the employee's completed placement questionnaires are received by the central human resource office of the appropriate agency and will continue for six months after the employee has been furloughed. When the six month period has expired, an employee's rights under this Section cease. However, the employee will retain recall rights under Article 24, Section 8, except as provided in Subsection i. The provisions of this Section will not be implemented on behalf of employees who do not return completed placement questionnaires.

k. A furloughed employee who applies for and receives retirement benefits from the State Employees' Retirement Board shall forfeit any placement rights under this Section as of the date of approval of benefits by the State Employees' Retirement Board.

THE CORRECTIONAL INSTITUTION VOCATIONAL EDUCATION ASSOCIATION
July 1, 2007 to June 30, 2011

Contractual Furlough Notice language: None

Contractual Placement language: Article 27, Section 3, b

b. In addition, if an employee is furloughed, the Employer will attempt to place the employee in a budgeted, available uncommitted vacancy in the classification from which the employee was furloughed provided the employee has the necessary qualifications, training and ability. Such placement rights shall be to any correctional institution which utilizes employees covered by this Agreement and shall apply for a period of six months from the date of furlough. Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this Subsection shall cease. The furloughed employee shall retain recall rights as provided for in Subsection a. above.

Contractual Bumping language: Article 27, Section 2, a

Employees subject to furlough may bump the employee whose duties and responsibilities the furloughed employee is qualified and/or trained to perform and who possesses the least amount of bargaining unit seniority in the same classification at the Department of Corrections institution within the same seniority unit (see Appendix J). The least senior employee will then be furloughed, provided the remaining employees have the necessary qualifications, training and ability to teach the remaining courses or perform the remaining duties.

Appendix J

Eastern Seniority Unit	Central Seniority Unit	Western Seniority Unit
SCI Coal Township	SCI Camp Hill	SCI Albion
SCI Dallas	SCI Cresson	SCI Cambridge Springs
SCI Frackville	SCI Huntingdon	SCI Greene
SCI Graterford	SCI Rockview	SCI Mercer
SCI Mahanoy	SCI Smithfield	SCI Pittsburgh
SCI Retreat	Quehanna Boot Camp	SCI Somerset
SCI Waymart	SCI Pine Grove	SCI Laurel Highlands
SCI Chester	SCI Houtzdale	SCI Greensburg
SCI Muncy		SCI Forest

COUNCIL 13, AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
July 1, 20011 to June 30, 2015

Contractual Furlough Notice language: Article 29, Section 7, h

h. Where the need for furlough can be reasonably anticipated, the Employer will notify the Union one month in advance of any impending furlough.

Contractual Placement language: Article 29 Section 12

Section 12. If an employee is unable to execute a bump as provided by Article 29, Section 7, and is placed on a furlough list, the Commonwealth will attempt to place the employee in a budgeted, available, uncommitted vacancy in a classification covered by the Master Agreement to which there are no seniority claims in the following manner:

a. Placement will be made to positions in classifications covered by the Master Agreement to which an employee has bumping rights in any agency under the jurisdiction of the Governor provided the employee possesses the requisite skill and ability. In addition, placement will be made to entrance level vacancies in any classification covered by the Master Agreement in the same or lower pay scale group in the agency from which the employee was furloughed, provided the employee meets the minimum requirements and qualifications essential to the work of the vacancy.

   If an employee is unable to be placed under Paragraph one of this Subsection, placement will be made to entrance level vacancies in a classification in the same or lower pay scale group in the same bargaining unit from which the employee was furloughed in any agency under the jurisdiction of the Governor, provided the employee meets the minimum requirements and qualifications essential to the work of the vacancy.

b. Employees placed in entrance level vacancies which are not in the classification or classification series which an employee previously held will serve a six month probationary period during which time the provisions of Article 28, Section 1 shall not apply. Employees who are terminated for failure to successfully complete the probationary period shall retain recall rights under Section 9 of this Article.

c. Geographic limitations for the application of this Section will be designated by the employee by completing a placement questionnaire. The employee may choose up to ten counties in which the employee would be available for employment or a statewide availability.

d. Placement will be made in order of Master Agreement seniority; however, employees with an earlier furlough date will be placed in vacancies before employees with a later furlough date.

e. Civil service employees will have placement rights to both civil service and non-civil service vacancies consistent with the requirements outlined in Paragraph one of this Section.

   Non-civil service employees will have placement rights only to non-civil service vacancies, except that if an appropriate vacancy in a non-civil service position is not available and the employee previously was a member of the classified service in a classification to which the employee would have rights under this Section, placement in that civil service classification will be attempted consistent with the requirements outlined in Paragraph one of this Section and in accordance with the Civil Service Act and Rules.

f. Employees will be offered placement in one vacant position. If an employee declines the offer of placement, the employee's rights under this Section cease. The furloughed employee shall retain recall rights as outlined in Article 29, Section 9.

g. If an employee accepts an offer of placement under this Section, any other placement rights to which an employee may be entitled under this Section cease.

h. In addition, employees shall complete an "Availability for Temporary Employment" questionnaire. If an employee indicates a desire not to be offered placement to temporary positions no such offers will be made and placement rights to permanent positions will not be affected. However, if an employee indicates a desire to be offered a temporary position and refuses such an offer, the employee shall forfeit all placement rights.

i. Employees placed in vacancies in the same classification from which furloughed or in vacancies in other classifications at the same pay scale group of the classification from which furloughed will lose recall rights outlined by Article 29, Section 9. Those employees placed in a classification in a lower pay scale group will retain their recall rights under Article 29, Section 9.

j. The provisions of this Section will be implemented at the time the employee's completed placement questionnaires are received by the central human resource office of the appropriate agency and will continue for one year after the employee has been furloughed. When the one year period has expired, an employee's rights under this Section cease. However, the employee will retain recall rights under Article 29, Section 9, except as provided in Subsection i. The provisions of this Section will not be implemented on behalf of employees who do not return completed placement questionnaires.

k. A furloughed employee who applies for and receives retirement benefits from the State Employees' Retirement Board shall forfeit any placement rights under this Section as of the date of the approval of benefits by the State Employees' Retirement Board.

   The provisions of this Section will also be applied within each of the independent agencies.