

**AGREEMENT BETWEEN
COMMONWEALTH OF PENNSYLVANIA AND AFSCME**

LCB LICENSING ANALYSTS

The provisions of the AFSCME Master Agreement, effective July 1, 1999 to June 30, 2003, shall be applicable to LCB Licensing Analysts effective on the date this Agreement is signed by the parties, except for the following Articles:

ARTICLE 6, HOURS OF WORK

ARTICLE 7, REST PERIODS

ARTICLE 8, MEAL PERIODS

ARTICLE 20, OVERTIME

ARTICLE 21, SHIFT DIFFERENTIAL

ARTICLE 22, CALL TIME

ARTICLE 23, STANDBY TIME

ARTICLE 29, SENIORITY

**ARTICLE 38, GRIEVANCES AND ARBITRATION/ACCELERATED GRIEVANCE
PROCEDURE**

The following additional provisions shall be applicable to LCB Licensing Analysts effective on the date this Agreement is signed by the parties, in lieu of Appendix M of the AFSCME Master Agreement:

ARTICLE 6, HOURS OF WORK

For employees hired prior to the date of signing of this Agreement:

The work hours shall be employee-controlled to the extent that they can schedule themselves to work any eight hours between 12:00 a.m. and 11:59 p.m. of the calendar day with a one half hour unpaid meal period.

For employees hired on or after the date of the signing of this Agreement:

The provisions of the AFSCME Master Agreement shall be applicable.

ARTICLE 7, REST PERIODS

For employees hired prior to the date of signing of this Agreement:

The provisions of the AFSCME Master Agreement shall not be applicable.

For employees hired on or after the date of the signing of this Agreement:

The provisions of the AFSCME Master Agreement shall be applicable.

ARTICLE 8, MEAL PERIODS

For employees hired prior to the date of signing of this Agreement:

The provisions of the AFSCME Master Agreement shall not be applicable.

For employees hired on or after the date of the signing of this Agreement:

The provisions of the AFSCME Master Agreement shall be applicable.

ARTICLE 19, SALARIES & WAGES

The provisions of the AFSCME Master Agreement will be applicable retroactive to July 1, 1999, including but not limited to general pay increases and cash payments for employees at or above the maximum of their pay range.

ARTICLE 21, SHIFT DIFFERENTIAL

For employees hired prior to the date of signing of this Agreement:

The provisions of the AFSCME Master Agreement shall not be applicable.

For employees hired on or after the date of the signing of this Agreement:

The provisions of the AFSCME Master Agreement shall be applicable.

ARTICLE 27, CLASSIFICATION - SECTION 3

The provisions of Article 27, Classification, Section 3 (temporary assignment in a higher classification) of the AFSCME Master Agreement shall be applicable at the beginning of the calendar quarter following the date of signing of this Agreement.

HOME OFFICES

Employees hired or transferred on or after October 30, 2000 must reside in the County within which they were hired/transferred to work.

Employees hired prior to October 30, 2000 must continue to live in their current County of residence or within twenty (20) miles from their current residence.

Management will have the option to move employees who do not adhere to the residency requirements, from their home office to a field office. In that event, the field office designated by the Employer will become their headquarters. Travel between residence and headquarters will not be counted as hours worked.

Employees who move their residence as a result of a bid on a vacant position will continue to have a home office, provided their residence is in the County for which the vacancy was posted.

An employee may relocate from a home office into a field office, subject to the written approval of the Director of Licensing.

OFFICE EXPENSES

Effective June 1, 2001, employees whose office location is not owned or leased by the Commonwealth shall be paid \$55.00 per month, which will compensate the employee for the cost of providing office space.

SENIORITY UNIT

The seniority unit for LCB Licensing Analysts shall be statewide.

OVERTIME

Section 1. One and one-half of the employee's regular hourly rate of pay shall be paid for work under the following conditions:

a. For any work performed in excess of eight hours in any work day or in excess of 40 hours in any work week.

b. For employees whose work schedules consist of any 10 days within a consecutive 14 calendar day period as provided in Article 6, Section 6, for any work in excess of eight hours in any one work day or in excess of 80 hours in a pre-established bi-weekly work schedule.

c. There shall be no duplication of premium pay for the same hours worked under the provisions

of Subsections a. and b. of this Section.

d. The provisions of this Article are not applicable to employees in job classes formerly assigned to pay ranges 41 and above and identified as exempt in the Commonwealth's Pay Plan. However, except as provided hereafter in this subsection, such employees shall be granted their regular, straight-time rate of pay or, by mutual consent of the Employer and employee involved, compensatory time off one hour for each hour worked at a time to be agreed upon by the Employer. Existing methods of operation and practice concerning compensatory time for employees in exempt classifications who control their own work hours shall continue.

Section 2. The following items will be regarded as hours worked for the purpose of computing overtime pay under Section 1 of this Article:

- a. Hours worked, excluding standby time.
- b. Rest periods.
- c. Holidays.
- d. Annual leave.
- e. Compensatory leave; to be included in the period of occurrence for the purpose of computing overtime.
- f. Personal day leave.
- g. Sick leave.
- h. Administrative leave.

Section 3. Employees shall obtain prior approval from their supervisor before overtime is worked. Where obtaining prior approval is not feasible, employees must notify their supervisor of the need to have worked the overtime immediately upon completion of the task which resulted in the overtime.

Section 4. By mutual agreement between the Employer, the Union and the employee involved, compensatory time at the appropriate rate may be granted in lieu of premium overtime pay. Such compensatory time is to be granted within the 90 calendar day period succeeding the date on which the overtime is worked. If a written request is received prior to or within 45 days after the date on which the overtime is worked, the compensatory time off shall, subject to management's responsibility to maintain efficient operations, be scheduled and granted as requested by the employee. If the Employer does not schedule the compensatory time in accordance with the employee's request, or at some other time mutually agreed to, prior to the completion of the 90 calendar day period succeeding the date on which the overtime is worked, the employee shall be compensated at the appropriate rate of pay in lieu of paid time off.

Section 5. Payment for overtime is to be made the pay day of the first pay period following the pay period in which the overtime is worked. For the purpose of this Section, and in the determination of this time, pay periods will be considered as after-the-fact.

Section 6. There shall be no duplication or pyramiding of any premium pay provided for under the provisions of this Agreement for the same hours worked. Time worked on holidays during an employee's regular shift shall not be excluded from hours worked for the purpose of determining eligibility for overtime pay under Section 1 of this Article.

Section 7. When permanent full-time employees who normally perform a certain type of work within a seniority unit are on furlough, the Employer will not schedule other employees within the seniority unit to perform the same type of work on an overtime basis where such furloughed employees have the skill and experience to perform such work if the overtime involves full shifts and is expected to extend on a regular basis, for a period of four or more weeks.

TRANSFERS

Section 1. An employee subject to an involuntary transfer should receive notice thirty (30) calendar days prior to the effective date of such transfer. In addition, such employees shall be allowed up to thirty (30) days in travel status in his/her new location to provide adequate time for locating new living quarters and to move to the new location. Only that portion of the allowance actually required will be granted. The Commonwealth may approve extensions to the length of travel status.

Section 2. An employee shall not be transferred involuntarily for reasons which are punitive.

Section 3. When the Employer deems it necessary to fill a permanent vacancy in this unit, it shall be filled in the following manner:

- a. The Employer will post notice of the initial vacancy in each Regional office indicating the location and classification of the vacancy. Each vacancy announcement will indicate a closing date for applications for that particular transfer cycle.
- b. Individuals desiring to transfer to the posted vacancy or resulting vacancies shall notify the Employer in writing.
- c. Prior to filling a vacancy, the Employer will review all transfer requests for that office, and the most senior employee who, in the Employer's judgment, possesses the requisite skill and ability will be transferred into the vacancy. In the event the selection of the most senior qualified employee would result in the remaining employees at his/her location not having the requisite skill and ability to provide the public service without delay or interruption, the next most senior qualified employee shall be transferred into the vacancy, subject to the provisions of this Section.
- d. When no qualified employee has indicated a preference for a vacancy the Employer intends to fill and the Employer deems it necessary to fill the vacancy by transfer from another Region, the Employer will select the Region from which the transfer will be made. From that Region, the least senior employee who, in the Employer's judgment has the requisite skill and ability to perform the job without additional training, will be transferred. In the event the selection of the least senior qualified employee for transfer would result in the remaining employees not having the requisite skill and ability to provide the public service without delay or interruption, the next least senior qualified employee will be selected for transfer, subject to the provisions of this Section.

- e. The above provisions shall not apply to temporary transfers of six months or less, which shall be made at the discretion of the Employer.
- f. The Employer will not be required to consider the transfer request of any employee to fill a permanent vacancy unless one year of service has elapsed since the completion of the employee's training period and/or the employee's last transfer, except when the vacancy would be filled by a trainee.

Section 4. The Employer retains the right to transfer an employee who is unable to fully perform the assigned duties of their position.

SENIORITY

Section 1. Under the terms of this Agreement, the term "seniority" means a preferred position for specific purposes which one employee within a seniority unit may have over another employee within the seniority unit because of a greater length of service within the state government or a particular organizational or occupational segment thereof.

a. Classification seniority standing for LCB Licensing Analysts shall be determined by the length of continuous service (as defined in Section 2) as an Enforcement Officer Trainee, Enforcement Officer 1, Enforcement Officer 2, Licensing Analyst 1 and/or Licensing Analyst 2 and shall also include continuous service in any previously existing classification which has evolved or become incorporated into the Licensing Analyst classification series.

b. Master Agreement seniority standing shall be determined by the length of continuous service (as defined in Section 2) as an Enforcement Officer Trainee, Enforcement Officer 1, Enforcement Officer 2, Licensing Analyst 1 and/or Licensing Analyst 2 and shall also include continuous service in any previously existing classification which has evolved or become incorporated into the Licensing Analyst classification series. Master Agreement seniority standing shall also include the length of continuous service with the Employer in rank and file classifications subsequent to October 22, 2000 in all bargaining units included in the Master Agreement.

c. Employees who served in the Armed Forces of the United States during periods of time listed below shall be responsible for providing proof of military service to their personnel officer within 60 days of their first day of work in order to receive seniority credit in accordance with the Veteran's Preference Act 51 Pa. C.S. 7101 et. seq. Failure to provide the required proof of service during the time period shall bar the employee or union from claiming credit for such service at a later date.

Applicable periods are as follows:

- (1) World War I-April 6, 1917-November 11, 1918
- (2) World War II-December 7, 1941-September 2, 1945
- (3) Korea-June 25, 1950-July 27, 1953

(4) Vietnam-August 5, 1964-January 28, 1973

d. Seniority credit for each employee is maintained as a total number of days. Employees will accrue seniority in accordance with the following procedure: The number of regular hours paid each biweekly pay period plus the number of hours of military leave without pay; leave without pay for union business in accordance with Article 17, Section 3; leave without pay for work-related injuries in accordance with Article 26; sick leave without pay in accordance with Article 17, Sections 5 and 6; parental leave without pay in accordance with Article 18, Section 2 and Family Care Leave Without Pay in accordance with Article 41 will be accumulated. This total number of hours will be divided by 7.5 or 8 as applicable and rounded up to the next higher day. The result will be added to the employee's accumulated total.

Section 2. The following shall constitute a break in service: resignation, separation for just cause, retirement, absence without leave for five consecutive working days, failure to report within 10 consecutive working days of recall, expiration of recall period, failure to report after leave and acceptance of other permanent employment while on leave. This shall not restrict the Employer's right to take whatever personnel action it deems warranted for any of the above. If service is broken by any of the above, the employee shall lose Master Agreement and Classification seniority. If an employee is returned within one year after such break in service, the employee shall be entitled to credit for seniority purposes the time accrued up to the time break in service occurred, but shall not be entitled to any credit for the time represented by such break in service.

Employees who are furloughed and who file applications for retirement benefits which are subsequently approved, will be considered to have a break in service as of the date of the approval of benefits by the State Employees' Retirement Board.

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.

Section 3. Seniority lists shall be prepared for each seniority group and revised where necessary every six months. Appropriate service information shall be shown thereon to permit application of various seniority provisions. Such lists shall be posted on the appropriate bulletin boards. Seniority lists shall be provided to the local Union President upon request not more than once every six months. Grievances alleging a violation of this Section may be appealed directly to the fourth step of the grievance procedure or directly to the State Committee, where applicable. In the State System of Higher Education grievances alleging a violation of this Section may be appealed directly to the third step of their grievance procedure or directly to the State Committee, where applicable.

Section 4. When the Employer determines that a furlough is necessary within a seniority unit, employees will be furloughed in the inverse order of Master Agreement seniority. Employees affected by furlough who have the requisite seniority and skill and ability shall bump laterally or down in the following manner:

a. If an employee is affected by furlough the employee shall bump down into the next lower classification within the classification series within the same geographical and organizational limitation as the seniority unit, provided the employee has more Master Agreement seniority than the employee with the least

Master Agreement seniority in that classification and has the requisite skill and ability. If such a bump is not available, the employee shall bump into any other lower classification in the same classification series using the same procedure.

b. If the affected employee is unable under Subsection a. above to bump into a lower classification the employee shall bump laterally or down into any other classification previously held within the bargaining unit but within the same geographical and organizational limitation as the seniority unit, using the seniority procedure specified in Subsection a. above. If such a bump is not available, the employee shall bump into any other lower classification in the classification series of the position previously held using the same procedure.

c. If the affected employee is unable under Subsections a. and b. above to bump into a position, the employee shall bump laterally or down into any classification previously held within any bargaining unit included in the Master Agreement but within the same geographical and organizational limitation as the seniority unit in which the furlough is occurring using the seniority procedure specified in Subsection a. above. If such a bump is still not available, the employee shall bump into any other lower classification of the classification series of the position previously held using the same procedure.

d. If the affected employee is unable to bump into any position as provided in Subsections a, b, and c above, the employee shall be furloughed, subject to the provisions of Section 8 of this Article.

e. If an employees refuses to exercise rights under this Section, the employee shall forfeit all further bumping rights under this Section, recall rights under Section 6 of this Article to positions in all classifications except the one from which the employee was furloughed and placement rights under Section 8 of this Article.

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

Section 5. Before any furlough is implemented in a classification in the classified service in a seniority unit, all emergency employees will be separated before any temporary employees; temporary employees will be separated before any provisional employees; and all provisional employees will be separated before any probationary employees or any regular status members of the classified service are furloughed.

Before any furlough is implemented in a non-civil service classification, all temporary employees will be separated before any permanent employees are furloughed.

Section 6. The Employer shall establish a recall list by classification series using the same geographical and organizational limitation as the seniority unit in which the furlough occurred for those employees furloughed under Section 4 of this Article in the inverse order of seniority.

a. Employees on such recall lists shall have rights to a position in a classification within the seniority unit from which they were furloughed or to any lower-level classification in the same classification

series in the same geographical and organizational limitation as the seniority unit in which the furlough occurred provided they have the requisite seniority and skill and ability.

b. Such recall lists will remain in effect for a furloughed employee for a period of three years after the effective date of the furlough.

c. In the event an employee on a recall list refuses an offer of employment in a lower classification for which the employee has seniority rights, the employee shall forfeit recall rights to such a classification; if the employee refuses an offer of employment in the classification from which the employee was initially furloughed, the employee shall forfeit all recall rights.

d. During the period that employees are on a recall list, they shall keep the Employer informed of any changes in address. The Employer shall not be held liable if an employee is not offered recall because of failure to notify the Employer of a change of address. An employee who is not offered recall because of failure to notify the Employer of a change of address and who subsequently informs the Employer of the current address shall be returned to the recall list and shall be offered the next opportunity for recall, provided the employee's three year recall period has not expired.

e. During the recall period employees may be offered recall to either temporary or part-time positions. If an employee refuses an offer of either temporary or part-time recall, the employee forfeits all further recall rights to the type of employment refused. The employee would retain recall rights to permanent, full-time employment for which the employee is eligible.

f. The recall period of a furloughed employee who, during the recall period, returns to the furloughing agency's payroll in a temporary capacity shall be extended by the amount of time the employee serves in the temporary capacity.

g. A furloughed employee who, during a recall period, returns to the Employer's payroll in a temporary capacity shall upon recall from the furlough to permanent employment, be credited with seniority for the amount of time spent in the temporary capacity.

h. A furloughed employee who, during a recall period, returns to the Employer's payroll in a temporary capacity shall be eligible for all benefits enjoyed by permanent employees, provided other applicable eligibility requirements are met.

i. The Employer will provide the Union with a copy of all recall lists.

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

Section 7. In making shift assignments to shift openings preference shall be granted on a seniority basis unless the Employer feels it is necessary to assign otherwise in order to protect the efficiency of operation.

Seniority status in this regard shall be Master Agreement seniority. If Master Agreement seniority is equal, the assignment will be made by lot.

Section 8. If an employee is unable to execute a bump as provided by Article 29, Section 4, 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 range 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 range 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 6 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 6.

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 range of the classification from which furloughed will lose recall rights outlined by Article 29, Section 6. Those employees placed in a classification in a lower pay range will retain their recall rights under Article 29, Section 6.

j. The provisions of this Section will be implemented at the time the employee's completed placement questionnaires are received by the central personnel 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 29, Section 6, except as provided in Subsection h. The provisions of this Section will not be implemented on behalf of employees who do not return completed placement questionnaires.

k. The provisions of this Section will apply to furloughs implemented on or after June 30, 1983.

l. 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.

Section 9. The probationary period for promotions shall be 180 calendar days in length and the provisions of Article 28, Section 1 shall not be applicable if an employee is demoted within that time for failure to successfully complete the probationary period. In such case, employees shall have the right to return to their former classification during this period. Periods of leave without pay and periods of time during which an employee is using paid leave to supplement workers' compensation shall not count toward the probationary period.

If an employee works out of class and is subsequently promoted to the same classification in the same seniority unit, the employee shall have the time worked out of class in the preceding six months credited toward the probationary period.

Section 10. For the purpose of furlough, the number of union stewards and chair officers of the Union locals agreed to by the parties on November 19, 1975 shall have superseniority. The Union shall provide the Employer, on a quarterly basis, a list of all employees who have been granted superseniority in accordance with

the provisions of this Section. The list shall contain the employee's name, union title, agency of employment, bargaining unit, work location and local union number.

Master Agreement seniority will be used to break ties among employees who have been granted superseniority. If Master Agreement seniority is equal, the employees will draw lots.

Section 11. Grievances relating to the interpretation, application and implementation of Sections 4, 5, 6, 8, 14, and 15 of this Article shall be filed at the third step. Arbitration of grievances relating to these Sections shall be conducted by a panel of three Members--one to be appointed by the Office of Administration, one to be appointed by the Union and the third to be selected by the Employer from a list of five names to be mutually agreed upon by the Employer and the Union. Such third member shall not be affiliated, directly or indirectly, with any labor organization or be an employee of the Commonwealth of Pennsylvania.

The decision of the panel, hereinbefore described, shall be final and binding on the parties of this Agreement. The panel shall meet monthly for the purpose of adjusting grievances under this Section.

Section 12. When in the exercise of seniority rights provided hereunder, two or more employees are deemed relatively equal in skill and ability and have the same seniority, preferential rights shall be determined by lot.

Section 13. The provisions of this Article relating to promotions and filling of vacancies shall not be applicable to entrance level classifications.

Section 14. In the event of a furlough affecting employees who are now in First-Level Supervisory Units represented by AFSCME, such employees shall first bump laterally or downward into the classification occupied immediately prior to leaving a bargaining unit included in the Master Agreement, or if such a bump is not available, then into any lower classification in the same classification series, provided the classification is within the same geographical and organizational limitation as the seniority unit in which the furlough is occurring and provided that the employee has more Master Agreement seniority than the employee with the least amount of Master Agreement seniority in that classification and has the requisite skill and ability, and provided that the employee has not had a break in service as defined in Section 2 since leaving the bargaining unit. If a position cannot be obtained in this manner, the same procedure will be repeated for any position previously held within any bargaining unit included in the Master Agreement or if such a bump is not available then into any lower classification in the same classification series, provided the classification is within the same geographical and organizational limitation as the seniority unit in which the furlough is occurring. Master Agreement and Classification-seniority previously earned shall accrue to the employee upon return to the bargaining unit. Seniority earned by the employee while outside of bargaining units included in the Master Agreement shall not accrue to the employee upon movement back to the bargaining unit.

Employees who formerly occupied classifications within bargaining units included in the Master Agreement, and who are not now in bargaining/supervisory units represented by AFSCME and who are

affected by furlough may not bump into classifications previously held in bargaining units included in the Master Agreement.

However, employees who formerly occupied classifications within bargaining units included in the Master Agreement who elected the voluntary demotion/transfer option contained in the 1991-1993 Master Agreement may exercise that option, if available, during the term of the Master Agreement.

Section 15. Permanent part-time employees will have the right to use their seniority to bid and be selected for permanent full-time vacancies that occur in the same classification within the seniority unit.

Temporary employees who have been employed in both calendar years 1992 and 1993 and who were not terminated for unsatisfactory performance will be placed in temporary vacancies in the seniority unit and in the last classification held which occur on or after the effective date of the Master Agreement.

Temporary employees will have the right to bid and be selected for permanent vacancies that occur in the same or lower level classification within the class series within the seniority unit.

Section 16. When there are competing seniority claims for either a permanent or temporary budgeted available position which the Employer intends to fill, those claims will be ranked in the following order: Recall, in accordance with Section 6; Placement, in accordance with Section 8; Part-time employees bidding on full-time positions in the same classification, in accordance with Section 15; and temporary employees bidding on permanent positions, in accordance with Section 15.

TERM OF AGREEMENT

This Agreement is effective on the date signed by the parties except where specifically provided that a particular provision will be effective on another date. This Agreement shall continue in full force and effect up to and including June 30, 2003.

Commonwealth of Pennsylvania

American Federation of State, County, and
Municipal Employees, LCB Licensing Analysts

Martin F. Horn
Secretary of Administration

Edward J. Keller
Executive Director