

AMERICAN ARBITRATION ASSOCIATION

IN RE: : Decision in Act 111 Interest Matters  
ARBITRATION BETWEEN THE :  
COMMONWEALTH OF PENNSYLVANIA :  
and :  
THE PENNSYLVANIA STATE RANGERS : Case No. 01-19-0000-0043  
ASSOCIATION :

BEFORE:

William W. Lowe  
Impartial Chairman

Michael S. Pepperman, Esquire  
Arbitrator for the Commonwealth of Pennsylvania

Sean T. Welby, Esquire  
Arbitrator for the Pennsylvania State Rangers Association

**FOREWORD**

The undersigned arbitrators were duly appointed as the Board of Arbitration pursuant to the provisions of Section 4(b) of the Act of June 24, 1968, P.L. 237, as amended, 43 P.S. §217.4(b) (Act 111) and the procedures of the Philadelphia Regional Office of the American Arbitration Association. The hearings in this matter were conducted on October 15, 2019, December 9, 2019, and December 10, 2019, at the PennDOT Materials Testing Laboratory, Harrisburg, Dauphin County, Pennsylvania, where both parties were given a full opportunity to present evidence and cross-examine witnesses. The Board acknowledges that the parties agreed to waive the time limits under Act 111.

Following the close of the record in this matter, and prior to commencement of Executive Sessions of the Board of Arbitration, the COVID-19 Pandemic struck the United States, resulting in a Stay-At-Home Order issued by the Governor in accordance with State Law. That Executive Order, to varying degrees, essentially shut down the state economy for more than three months and restrictions that resulted continue today.

This is an unprecedented event in our Commonwealth, both in scope and duration. It has effected every aspect of daily life, including this process, which was completed by the Board in an atmosphere of almost complete uncertainty as to impact that the

pandemic has, and will continue to have into the future. It is for this reason that the Board has departed from the prior practice of long term awards and limited the scope of issues addressed. It is the intent of the Board that the parties be placed into a position where they may return to collective bargaining with a greater understanding of what economic realities they are to face moving forward. It is under these circumstances that the following Award was adopted by a majority of the Board.

### AWARD

1. Term:

The term of the agreement shall be for two (2) years commencing July 1, 2019, through June 30, 2021.

2. Wages:

General Wage Increases shall be across the board. Longevity and step increases for all members of the bargaining unit shall be paid, in accordance with existing eligibility requirements, without interruption for the entire term of this agreement.

(a) FY 2019-2020:

There shall be a General Wage Increase of 2.50% effective July 1, 2019.

(b) FY 2020-2021:

There shall be a General Wage Increase of 2.50% effective October 1, 2020

3. Ranger Trainee Commuting:

The following shall apply to any Ranger Trainee hired after the issuance of this Award:

Time spent commuting between the residence of a of a Ranger Trainee and the Academy, or between the residence of a Ranger Trainee and DCNR provided housing, or between Ranger Trainee DCNR provided housing and the Academy shall not be considered time worked for any purpose, including compensation and/or overtime.

4. PEBTF Contributions:

The Employer shall contribute to the Fund the amount indicated below on behalf of each permanent full-time employee eligible for benefits and covered by this Agreement effective on the first pay date in July of each fiscal specified below:

July 2019 – June 2020

\$486 biweekly per employee

July 2020 – June 2021

\$502 biweekly per employee

Employee biweekly contributions to the Fund will continue at their current rates, consistent with the following:

July 2019 – June 2021

The contribution rate will remain at 2.50% for employees who participate in Get Healthy.

The contribution rate will remain at 5% for employees who do not participate in Get Healthy.

**CONCLUSION:**

All remaining terms and conditions of employment not modified by this Award shall remain "as is". All proposals of the parties not included in this Award or adopted by the parties shall be deemed denied.

It is understood that the signatures of the Arbitrators attest to the fact that the contractual changes represent the majority opinion and Award on each issue by the members of the Arbitration panel.

W. W. Lowe  
William W. Lowe, Chair

10/11/2020  
Date

Sean T. Welby  
Sean T. Welby, Esquire  
Arbitrator for the Pennsylvania  
State Rangers Association

Michael S. Pepperman  
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of Pennsylvania