

LM 5/15/24 LS

MEMORANDUM OF AGREEMENT

Dauphin County, Commonwealth of Pennsylvania ("County") and Teamsters Local 776 representing Dauphin County's Court Appointed Professional bargaining unit employees ("Teamsters") have agreed to the following Memorandum of Agreement ("Agreement"), which clarifies the shift differential eligibility rules applicable to the Dauphin County Work Release Center.

WHEREAS, an Interest Arbitration Award, dated July 20, 2022, established the terms and conditions of employment for bargaining unit employees during the period January 1, 2022 through December 31, 2025 ("CBA");

WHEREAS, Article 35 – Wages, Section 3, of the CBA establishes eligibility rules relating to shift differential for certain bargaining unit employees, including those assigned at the Work Release Center.

WHEREAS, certain practices have arisen related to the payment of shift differential for employees assigned to schedules that begin between 4:30 p.m. and 5:30 p.m. at the Work Release Center;


WHEREAS, the County and the Teamsters desire to document these practices regarding the payment of shift differential for those assigned to the Work Release Center.

NOW, THEREFORE, in consideration of the mutual agreements and covenants set forth below, and intending to be legally bound, the County and the Teamsters agree as follows:

1. Article 35, Section 3 shall be modified to add the following: Employees assigned to the Work Release Center on a 12-hour Overnight Schedule shall be entitled to receive a \$1.00 per hour shift differential added to their base wage for all 12 hours of those overnight shifts. Employees assigned to the Work Release Center on a 12-hour Overnight Schedule shall be entitled to receive a \$1.45 per hour shift differential added to their base wage for all 12 hours of any overnight shift that occurs on Saturday evening into Sunday morning and Sunday evening into Monday morning.
2. The 12-hour Overnight Schedule is defined as a repeating schedule that consists of one of the following: 4:30 p.m. to 4:30 a.m., 5:00 p.m. to 5:00 a.m., or 5:30 p.m. to 5:30 a.m.
3. In addition to the above and as currently outlined in Article 35, Section 3, Paragraph 2 of the CBA, all employees assigned to a 12-hour shift shall receive a 12-hour shift assignment differential of \$1.35 per hour. Effective with the first full pay period in January 2025, this 12-hour shift assignment differential shall increase to \$1.45.
4. This Memorandum of Agreement shall not set precedent nor prejudice the rights of either party with respect to any other bargaining unit or any other matter not expressly addressed herein.

Accepted by:

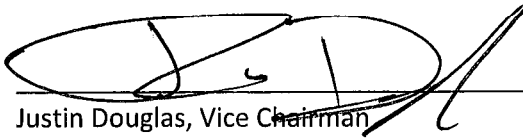
Dauphin County
Date


 3/13/24
Mark Andreozzi
Teamsters Local 776
Date

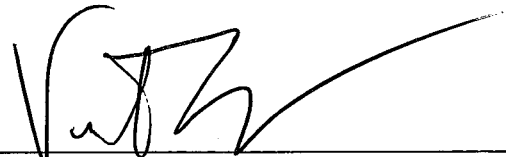
Teamsters Local
776


George P. Hartwick, III, Chairman

Work Release
Center


Justin Douglas, Vice Chairman


Mike Pries, Secretary


Vincent L. Paese, Chief Clerk