



To: Spenser Lauver
President, PSUPOA

From: Ruth Fleck
Labor and Employee Relations Division, Penn State Human Resources

Date: July 16, 2025

The following stipulations have been agreed to by the parties:

1. The work period for Police Officers and Police Academy Cadets in full-time positions will be fourteen calendar days (two calendar weeks) which will begin on Sunday at 12:00 a.m. and end on Saturday at 11:59 p.m. of the following week. These employees will be scheduled to work up to and including 80 hours in the work period.
2. Article 1, Recognition, Section 3(a) of the parties' collective bargaining agreement shall be modified as follows:

Section 3 (a) Full-time Employee - A full-time employee shall mean an employee who is in a full-time position (Standing or Fixed Term I) which regularly consists of an average of 40 hours of work in a seven-day period in a calendar year. It shall also mean a Police Officer or Police Academy Cadet who is in a position which regularly consists of up to and including 80 hours of work in a fourteen-day work period.

3. Article 20, Overtime, Section A2 of the parties' collective bargaining shall be modified as follows:

2. For employees who are not in the positions of Police Officer or Police Academy Cadet, overtime is time worked in excess of 40 hours paid in a week. A week is defined as a seven-day period beginning Sunday at 12:00 a.m. and ending at 11:59 p.m. on the following Saturday.


For employees in the position of Police Officer and Police Academy Cadet, overtime is time worked in excess of 80 hours paid in the 14-day work period. The 14-day work period begins on Sunday at 12:00 a.m. and ending at 11:59pm on Saturday the following week.

4. The parties enter into this agreement under the good faith belief that the compensation of Police Officers and Police Officer Academy Cadets based on a 14-day work period is legally permitted under applicable law. However, should there be a legal challenge to

this scheduling practice, the schedules of Police Officers and Police Officer Academy Cadets shall revert to 40-hours of work in a one-week (seven-day) period.

Thank you for your cooperation and assistance in this matter. Please indicate your acceptance in the provided space below and return a signed copy to our office for signature and implementation.

Union


7/18/25

Spenser Lauver Date
President, PSUPOA

University


7-18-25

Ruth Fleck Date
Labor Relations Specialist

cc: Jennie Dare, Human Resources Strategic Partner