



To: Spenser Lauver
President, PSUPOA

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

Date: October 28, 2024

To resolve the concerns related to longevity under Article 19-2di, 19-3ci and 4c, effective July 1, 2024, the language will be changed to:

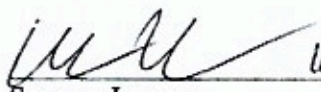
ARTICLE 19
COMPENSATION

i. One-time payments in recognition of longevity will be made in the next month's pay following completion of the identified full-time continuous university service time as follows:

1. Upon completion of 36 calendar months of continuous service: \$1,000.00
2. Upon completion of 60 calendar months of continuous service: \$1,250.00
3. Upon completion of 120 calendar months of continuous service: \$1,500.00
4. Upon completion of 180 calendar months of continuous service: \$1,750.00
5. Upon completion of 240 calendar months of continuous service: \$2,000.00
6. Upon completion of 300 calendar months of continuous service: \$2,250.00

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


Spenser Lauver
President, PSUPOA

10/29/24
Date

University


Ruth Fleck
Labor Relations Specialist

10-30-24
Date

cc: Jennie Dare, Human Resources Strategic Partner