

**FISCAL IMPACT OF COLLECTIVE BARGAINING AGREEMENTS**

<b>Abbreviation</b>	<b>Union</b>	<b>Beg. Date</b>	<b>End Date</b>	<b>IFO Analysis</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>FY 2022-23</b>	<b>Total</b>
AFSCME	American Federation of State, County and Municipal Employees	7/1/2019	6/30/2023	8/12/2019	\$71.3	\$159.4	\$254.9	\$341.7	\$827.3
ALES	Association of Liquor Enforcement Officers	7/1/2019	6/30/2023	11/6/2019	0.1	0.2	0.4	0.5	1.2
CIVEA	Correctional Institution Vocational Education Association	7/1/2019	6/30/2023	2/26/2020	1.1	2.3	4.3	5.5	13.3
FOSCEP	Federation of State Cultural and Educational Professionals	7/1/2019	6/30/2023	10/8/2019	1.1	2.3	3.6	4.8	11.8
ISSU	Independent State Stores Union	7/1/2019	6/30/2023	9/13/2019	1.7	3.8	5.9	7.8	19.3
OPEIU	Office and Professional Employees International Union, Healthcare Pennsylvania	7/1/2019	6/30/2023	11/6/2019	1.0	2.2	3.5	4.6	11.3
PDA	Pennsylvania Doctors Alliance	7/1/2019	6/30/2023	11/6/2019	4.9	0.0	0.1	6.5	11.5
PFBC	Fraternal Order of Police, Conservation Police Officers Lodge 114								
PLEA	Pennsylvania Liquor Enforcement Association	7/1/2019	6/30/2023	10/8/2019	0.4	0.8	1.3	1.7	4.2
PSEA	Pennsylvania State Education Association, Non-Tenured Teachers	7/1/2019	6/30/2023	7/2/2020	0.1	0.2	0.3	0.4	0.9
PSSU	Pennsylvania Social Services Union, Hearing Officers								
SEIU	Service Employees International Union, Local 668	7/1/2019	6/30/2023	8/12/2019	25.6	56.3	89.3	119.0	290.1
SEIU UC Referees	Service Employees International Union, Local 668 - Unemployment Compensation Referees	7/1/2019	6/30/2023	5/7/2020	0.2	0.4	0.6	0.8	2.1
SEIU Healthcare	Service Employees International Union, Healthcare	7/1/2019	6/30/2023	11/6/2019	4.3	9.3	14.8	19.7	48.1
UFCW	United Food and Commercial Workers	7/1/2019	6/30/2023	8/12/2019	2.6	5.9	9.5	12.7	30.7
UGSOA	United Government Security Officers of America	9/1/2020	8/31/2023	11/11/2020 & 9/20/2021	0.2	0.7	1.3	1.4	3.7
	Non-Represented & Management	7/1/2019	6/30/2023	9/19/2019	49.3	107.0	169.8	227.0	553.1
<b>Total</b>					<b>163.8</b>	<b>350.9</b>	<b>559.6</b>	<b>754.2</b>	<b>1,828.5</b>

Note: Figures in dollar millions. Fiscal impact includes wages, benefits and healthcare costs. Agreements with missing figures will be populated when the contract summaries and data are received from the Office of Administration. The estimates for non-represented and management assume that the AFSCME changes are applied to all full-time, permanent employees classified as management (except Department of Corrections) or non-represented in the SAP accounting system. Includes all agencies under the Governor's jurisdiction, as well as the Attorney General, Auditor General, Lieutenant Governor, Ethics Commission, Health Care Cost Containment Council, PA Infrastructure Investment Authority, PA Port Authorities, Patient Safety Authority and the PA Gaming Control Board. All other agencies (Treasury, Judiciary, Legislature, etc.,) are not included in the analysis.