



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

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LEGISLATIVE ACTION ALERT

PA SENATE BILL 494

An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in collective bargaining, further providing for definitions and **prohibiting full-time union leave.**

Senate of Pennsylvania

Session of 2017 - 2018 Regular Session

MEMORANDUM

Posted: December 7, 2016 11:08 AM
From: Senator Patrick J. Stefano
To: All Senate members
Subject: Legislation banning "ghost teachers" on school district payrolls

I am reintroducing Senate Bill 1140, legislation that will bar public school teachers from working full-time for their collective bargaining agent while remaining on their district's payroll. These teachers are commonly referred to as "ghost teachers."

Under current law, a collective bargaining agreement between a union and a school district can require the district to allow work arrangements where school district employees work full-time for the union while remaining on the district's payroll. This type of arrangement is often known as official time, release time or union leave. The teachers continue to receive their full salary and benefits – paid for by the district – and to accrue time towards their pension, even though they are not in a classroom.

This legislation would amend *Act 14* of 1949 (the *Public School Code*) by adding a new section that bans this type of leave in a collective bargaining agreement between a school district and a union. A district employee working for the union cannot continue to accrue benefits, seniority and credits for service while doing so.

Full-time union leave is defined as an arrangement under which the employee receives full or partial compensation from the school district, while on leave from employment for more than three consecutive weekdays or 30 total weekdays during the school year, to work for the union. Sabbatical leave, military leave and **leave for elected public office are exempt from the legislation.** NO  Who would have guessed!