

7. FOP Lodge 10 violated the 19 Del. C. §1307(b)(2) and (b)(4) by failing and/or refusing to accept the language of the draft collective bargaining agreement provided by the State on the longevity progression steps in the negotiated Minimum Wage Scales for DOC Probation and Parole Officers.

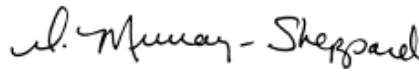
8. The State violated §1307(a)(5) by failing and/or refusing to withdraw provisions of the draft collective bargaining agreement which related to the effective date of the wage scales and the manner in which hazardous duty pay would be addressed in the agreement and which were not included in the MOA executed by the parties on May 1, 2019, and which were not subsequently resolved by mutual agreement.

WHEREFORE, the parties are directed to take the following affirmative actions:

1. The State is directed to amend the draft Unit 9 collective bargaining agreement to delete sections 5.1.1.1 and 5.2.2, as these provisions were not negotiated or mutually agreed to by the parties.
2. FOP Lodge 10 and the State are directed to sign the Unit 9 Bargaining Coalition Agreement, as modified above, to reflect the parties' mutual agreements. The Agreement shall continue to have the full force and effect of law.
3. The State is directed to immediately post a copy of the Notice of Determination in all places where notices of general interest to the Unit 9 Coalition employees are usually posted. The notice shall remain posted for a period of thirty (30) days.
4. The parties are directed to notify the Public Employment Relations Board within thirty (30) days of the date of this decision of the steps taken to comply fully with this Order.

IT IS SO ORDERED.

Dated: April 14, 2021



DEBORAH L. MURRAY-SHEPPARD
Executive Director

This Notice must remain posted in the workplace for a period of thirty (30) days.