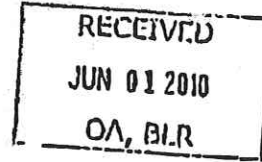
 **pennsylvania**
OFFICE OF ADMINISTRATION
HUMAN RESOURCES AND MANAGEMENT

May 20, 2010



Mr. Edward McConnell
Executive Vice President
PSCOA
2421 N. Front Street
Harrisburg, PA 17110-1110

RE: SW-07-010
Employee Self Service Access

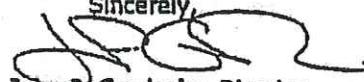
Dear Mr. McConnell:

Toward the goal of resolving the referenced grievance, as well as, the overall matter of access to Employee Self-Service (ESS) by members of the H-1 bargaining unit, the Commonwealth offers the following consistent with discussions between the parties. While a segment of the bargaining unit currently has access to pay remuneration information through ESS, the Commonwealth commits to granting all H-1 bargaining unit members access to an enhanced ESS view on or before June 14, 2010. Such access will allow said staff to view and make appropriate changes to personal information related to their remuneration statements, seniority, payroll data (inclusive of tax withholdings, savings bonds enrollment, etc.), health benefits and personal data. It is understood that the current processes related to employee requests for leave and/or overtime payment will not be disturbed and, as such, will not be offered as options through ESS.

As a result of the granting of this access, it is understood that the Commonwealth may exercise the option of discontinuing the mailing of remuneration statements to H-1 bargaining unit members on or after December 31, 2010. Consistent with prior side letters relating to the use of ESS, the parties agree that accessing and using ESS outside of an employee's scheduled hours of work will not be considered time worked under the parties' collective bargaining agreement and no compensation will be due an employee.

If you concur that the above accurately reflects our understanding, please indicate your agreement by signing below and returning a copy of the executed agreement to this office. A copy is provided for your records.

Sincerely,


John P. Gasdaska, Director
Bureau of Labor Relations

 5-27-10
Mr. Edward McConnell Date
PSCOA