***Please distribute this alert to any users within your agency who are responsible for union contracts and mass pay increases.***

**AFSCME Contracts, Management Pay Increases and Union Pay Freezes**

* Information regarding the mass compensation processing schedule for the AFSCME contract implementation, management pay increases and union pay freezes.
* **Revised Alert (10.20.2023):** This revision includes an update to the General Pay Increases for Management employees on the AG pay scale as well information pertaining to Bargaining Unit G4 on the Union Pay Freeze table.

**General Pay Increases (GPIs)**

Effective July 1, 2023, General Pay Increases (GPIs) will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **GPI** **Percentage**  | **Processing Date(s)** | **Pay****Dates** |
| AFSCME (A1, A4, B1, B4, G1, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9, A7)  | ST | 5.00% | **All Pay Areas:**10/20/2023 | **Z1/Z2/T2**11/09/2023**Z3/T3**11/03/2023 |
| AFSCME (N1)  | ST | 5.00% |
| AFSCME (G2, G5)  | AC | 5.00% |
| Narcotics Agents (G9) | AC | 5.00% |
| AFSCME (A3) OGC Attorneys | AT | 5.00% |
| Management and Non-represented (98, 99, A3, A5, B3, B5, C3, F3, G3, J3, K3, K6, L6, M3, N3, P3, R3, S3, S5, W3)   | ST | 5.00% |
| Management and Non-represented (A3, B3, G3, J3, 98, 99) | AG | 4.25% |  |  |

**Union Pay Freezes**

The remaining union employees who are in bargaining units with an expired contract and on the Standard (ST) Pay Schedule are not eligible for the General Pay Increase at this time. Effective 06/30/23, pay freeze actions will process for employees according to the following schedule:

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name** | **Bargaining Unit(s)** | **Pay Scale** | **Processing Date(s)** |
| AFSCME | G4 | ST | **All Pay Areas:**10/18/2023 |
| FOSCEP  | C4, C5 | ST |
| SEIU-Local 668 | F1, F4, F5 | ST |
| SEIU-Local 668 – Referees Unit | I5 | ST |
| PLEA  | K4 | ST |
| ALES  | K5 | ST |
| SEIU-Healthcare PA  | P4 | ST |
| OPEIU  | P5 | ST |
| UGSOA | R1, R2 | ST |
| CBA  | Z4 | ST |

Employees will be frozen at their current rate of pay and will continue to be paid in accordance with the [August 13, 2022 ST Pay Schedule](https://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2022.pdf) or August 13, 2023 AC Pay Schedule. When signed contracts are received, the pay freeze actions will be removed as dictated by the new contracts.

The HR Service Center and HR Systems will monitor all employees who move in and out of the pay schedules to ensure the pay freezes are applied and removed appropriately.

Independent agencies not served by the HR Service Center, will need to ensure pay freeze actions are entered effective the date of hire or rehire for all applicable employees. On IT0008 (Basic Pay), the pay scale level needs to be set to ‘ZF’, and an hourly rate override needs to be added using the hourly rate from the appropriate August 13, 2022 pay schedule.

Agencies that have employees on leave without pay (LWOP) when the pay freezes are applied will need to ensure the pay freeze action is entered the date the employee returns from LWOP if returning prior to the end of the pay freeze. This also applies to employees who have a begin or return from LWOP entered after the pay freeze actions are applied.

Please refer to the [Pay Freeze – Add or Remove Employee Transaction Guide](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Action%20Guides/pay-freeze.docx) for further transactional information related to entering the pay freeze action.

As signed contracts for these bargaining units are received and implemented, further information will be provided regarding the removal of the pay freeze actions.

**Expired Union Contracts**

The union contracts listed below are still expired at the present time. When signed contracts are received, the implementation of any pay increases will be processed as dictated by the new contracts.

|  |  |  |  |
| --- | --- | --- | --- |
| **Contract Name** | **Bargaining Unit(s)** | **Pay Scale** | **Expiration Date** |
| FOP-Capitol Police | L4 | CP | 06/30/2023 |
| PDA | T4, T5 | DR | 06/30/2023 |
| PSEA | S4 | ED | 06/30/2023 |
| ISSU | M2 | LS | 06/30/2023 |
| ALES | K5 | ST | 06/30/2023 |
| CBA | Z4 | ST | 06/30/2023 |
| FOSCEP | C4, C5 | ST | 06/30/2023 |
| OPEIU | P5 | ST | 06/30/2023 |
| UGSOA | R1, R2 | ST | 08/31/2023 |
| PLEA | K4 | ST | 06/30/2023 |
| SEIU - Healthcare PA | P4, P7 | ST | 06/30/2023 |
| SEIU-Local 668, UC Referees Unit | I5 | ST | 06/30/2023 |

**Benefit Changes**

* Employer Contribution Rates:
	+ Fiscal Year 2023/24: The employer contribution rate for fiscal year 2023/24 was increased from $536.00 to $590.00 for full-time employees and from $268.00 to $295.00 for part-time employees. This is effective the first pay date in July 2023.
* Employee Contribution Rates: The employee contribution rate for enrollment in benefits for employees participating in the wellness program was increased from 2.50% to 2.75% for fiscal year 2023/2024. The employee contribution rate for employees not participating in the wellness program increased from 5.00% to 5.50% for fiscal year 2023/2024. This is effective the first full pay date in July 2023.

**Questions?**
If you have any questions regarding AFSCME Contracts, Management Pay Increases and Union Pay Freezes, please submit an [**Ask HR/HR Pay Help Desk Request**](https://copahrprod.servicenowservices.com/esc?id=sc_cat_item&sys_id=49dc343f1b0c0d10075ca932f54bcb65&sysparm_category=3d00682a1bbea410075ca932f54bcb3c) and select personnel administration as the category.