***Please distribute this alert to any users within your agency who are responsible for pay increase information.***

**SEIU-Local 668 General Pay Increase and Pay Freeze Removal Actions**

* Information regarding the SEIU-Local 668 October 1, 2016 General Pay Increase and Pay Freeze Removal Actions.

As announced in [PA Alert 2016-09](http://www.hrm.oa.pa.gov/_layouts/download.aspx?SourceUrl=http://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2016_09_ST_Schedule_Pay_Freezes.docx) and [PA Alert 2016-10](http://www.hrm.oa.pa.gov/_layouts/download.aspx?SourceUrl=http://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2016_10_AFSCME_GPI_Pay_Freezes.docx), pay freeze actions were applied to employees in the Service Employees International Union, Local 668 (bargaining units F1, F4 and F5) because there was not a signed contract for these units when the October 1, 2016 General Pay Increase was applied to the Standard (ST) Pay Schedule.

A side letter agreement between the Commonwealth of Pennsylvania and SEIU-Local 668 has now authorized the October 1, 2016 General Pay increase to be processed in SAP prior to the signing of the contract.

**Pay Freezes**

On Thursday, 10/06/16, pay freeze removal actions will process for employees in bargaining units F1, F4 and F5. The pay freeze removal actions will be applied in SAP effective 10/01/16 and will place employees back at the pay level held prior to the pay freeze.

The remaining union employees who are on the Standard (ST) Pay Schedule and in bargaining units with an expired contract are not eligible for the General Pay Increase at this time. Employees in the unions/bargaining units listed below will remain frozen at the rates on the [July 1, 2014 Standard Pay Schedule](http://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2014.pdf) until a signed contract is received.

|  |  |
| --- | --- |
| **Contract Name** | **Bargaining Units** |
| FOSCEP | C4, C5 |
| PSSU – Referees Unit | I5 |
| PLEA | K4 |
| ALES | K5 |
| SEIU – Healthcare PA | P4 |
| OPEIU | P5 |
| CBA | Z4 |

**General Pay Increases (GPIs)**

Effective 10/01/16, a 2.75% General Pay Increase will be applied for eligible employees in bargaining units F1, F4 and F5.

Transaction processing for **all affected pay areas** will occur on Friday, 10/07/16.

Employees will receive the higher monies for the increases as follows:

* **Pay Areas Z1/Z2:** Pay Date 10/21/16 (higher monies for partial pay period from 10/1/16 through 10/7/16)
* **Pay Area Z3:** Pay Date 10/28/16 (higher monies for full pay period beginning 10/1/16)

**Questions?**
If you have any questions regarding SEIU-Local 668 General Pay Increase and Pay Freeze Removal Actions, please submit an [**HR help desk ticket**](http://oaiss.state.pa.us/HR-Pay_Help_Desk/) in the personnel administration category. You may al/so call the HR Service Center, Agency Services & Operations Division at 877.242.6007.