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

**PDA, SEIU-Healthcare PA, and OPEIU General Pay Increase and Pay Freeze Removal Actions**

* Information regarding the PDA, SEIU-Healthcare PA, and OPEIU July 1, 2019 General Pay Increase and Pay Freeze Removal Actions.

As announced in [PA Alert 2019-11](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2019_11_AFSCME_Mgmt_Freezes.docx), pay freeze actions were applied to employees in the Service Employees International Union–Healthcare PA (bargaining units P4, P7) and Office and Professional Employees International Union (bargaining unit P5) because there was not a signed contract for these units when the July 1, 2019 General Pay Increase was applied to the Standard (ST) Pay Schedule. The union contracts authorizing the July 1, 2019 General Pay Increase for these units have been signed and submitted to the Executive Board for approval.

In addition, the union contracts for the Pennsylvania Doctor Alliance (bargaining units T4, T5) have been signed. Both union contracts as well as an Executive Board Resolution authorizing the July 1, 2019 general pay increase for Physician Management (bargaining unit T3) employees have been submitted to the Executive Board for approval.

**Pay Freezes**

On Thursday, 12/05/2019, pay freeze removal actions will process for employees in bargaining units P4 and P5. The pay freeze removal actions will be applied in SAP effective 07/01/2019 and will place employees back at the pay scale 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 and bargaining units listed below will remain frozen at the rates on the [July 1, 2018 Standard Pay Schedule](https://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2018.pdf) until a signed contract is received.

|  |  |
| --- | --- |
| **Union Name** | **Bargaining Unit(s)** |
| ALES | K5 |
| CBA  | Z4 |
| SEIU-Local 668, UC Referees Unit | I5 |

**General Pay Increases (GPIs)**

Effective 07/01/2019, a 3.00% General Pay Increase will be applied in SAP for eligible employees according to the following table:

|  |  |  |
| --- | --- | --- |
| **Union Name** | **Bargaining Units** | **Pay Scale** |
| SEIU-Healthcare PA | P4 | ST |
| SEIU-Healthcare PA (PRN Nurses) | P7 | XH (XH36) |
| OPEIU | P5 | ST |
| PDA | T4, T5 | DR |
| Physician Management | T3 | DR |

Transaction processing for **all affected pay areas** will occur on Thursday, 12/05/2019 and Friday, 12/06/2019.

Employees will receive the higher monies for the General Pay Increase as follows:

* **Pay Area Z3/T3:** Pay Date 12/20/2019
* **Pay Areas Z1/Z2/T2:** Pay Date 12/27/2019

**Questions?**
If you have any questions regarding PDA, SEIU-Healthcare PA, and OPEIU 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.