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

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

* Information regarding the SEIU-Local 668 July 1, 2023 General Pay Increase and Pay Freeze Removal Actions.

As announced in [PA Alert 2023-06](https://www.hrm.oa.pa.gov/Alerts-and-Transactions/Documents/Pers%20Admin%20Alerts/PA_Alert_2023_06_AFSCME_Contract_Implementation_and_Pay_Freezes%20%28REVISED%29.docx), pay freeze actions were applied to employees in the Service Employees International Union, Local 668 (bargaining units F1, F4 and F5) due to the delayed signing of the bargaining union agreement for this bargaining unit upon implementation of the July 1, 2023 General Pay Increase to the Standard (ST) Pay Schedule for AFSCME.

An agreement between the Commonwealth of Pennsylvania and SEIU-Local 668 has now authorized the July 1, 2023 General Pay Increase.

**Pay Freezes**

On Tuesday, 11/21/2023, pay freeze removal actions were processed for employees in bargaining units F1, F4 and F5. The pay freeze removal actions were applied in SAP effective 07/01/2023 which placed 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 [August 13, 2022 Standard Pay Schedule](https://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2022.pdf) until a signed contract is received.

|  |  |
| --- | --- |
| **Union Name** | **Bargaining Unit(s)** |
| ALES | K5 |
| CBA  | Z4 |
| FOSCEP | C4, C5 |
| OPEIU | P5 |
| PLEA | K4 |
| SEIU-Healthcare PA  | P4 |
| PSSU - Referees Unit | I5 |
| UGSOA | R1, R2 |

**General Pay Increases (GPIs)**

Effective 07/01/2023, a 5.00% General Pay Increase will be applied in SAP for eligible employees in bargaining units F1, F4 and F5.

Transaction processing for **all affected pay areas** occurred on Wednesday, 11/22/2023.

Employees will receive the retroactive pay for the General Pay Increase as follows:

* **Pay Area Z1/Z2:** Pay Date 12/08/2023
* **Pay Areas Z3:** Pay Date 12/15/2023

**Questions?**
If you have any questions regarding SEIU-Local 668 General Pay Increase and Pay Freeze Removal Actions, 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) in the personnel administration category.