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

**OPEIU and UGSOA General Pay Increase, Pay Freeze Removal Actions, and Longevity Increases**

* Information regarding the OPEIU and UGSOA General Pay Increases, Pay Freeze Removal Actions, and January 2024 Longevity increases.

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(REVISED).docx), pay freeze actions were applied to employees in the Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112 (bargaining unit P5) and United Government Securities Officers of America (bargaining units R1, R2) because there was not a signed contract for these units when the July 1, 2023 General Pay Increase was applied to the Standard (ST) Pay Schedule.

The union contracts authorizing the July 1, 2023 (OPEIU) and October 1, 2023 (UGSOA) General Pay Increase for these units have been signed and Executive Board approved.

**Pay Freezes**

On 02/22/2024 pay freeze removal actions will be processed for employees in bargaining units P5, R1 and R2. The pay freeze removal actions will be applied in SAP effective 07/01/2023 (OPEIU) and 10/01/2023 (UGSOA). Employees will be placed 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 |
| FOSCEP | C4, C5 |
| SEIU 668 – UC Referees Unit | I5 |
| FOP Lodge #92 | G4 |

**General Pay Increases (GPIs)**

Effective 07/01/2023, a 5.00% General Pay Increase will be applied in SAP for eligible employees in **OPEIU (P5)**.

Transaction processing for **OPEIU** will occur on Friday, 02/23/2024.

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

* **Pay Area Z1/Z2:** Pay Date 03/15/2024
* **Pay Area Z3:** Pay Date 03/08/2024

Effective 10/01/2023, a 5.00% General Pay Increase will be applied in SAP for eligible employees in **UGSOA (R1 and R2)**.

Transaction processing for **UGSOA** will occur on Friday, 02/23/2024.

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

* **Pay Area Z2:** Pay Date 03/15/2024
* **Pay Areas Z3:** Pay Date 03/08/2024

**Longevity/Annual Increments**

Effective January 2024, longevity/annual increments and cash payments will process for eligible employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name & Bargaining Units** | **Pay Scale** | **Processing Date** | **Effective Date(s)** | **Pay Date(s)** |
| OPEIU (P5) | ST | **Z1/Z2/Z3**  02/23/2024 | **Z1/Z2**  01/06/2024  **Z3**  01/13/2024 | **Z1/Z2**  03/15/2024  **Z3**  03/08/2024 |
| UGSOA (R1, R2) | ST | **Z2/Z3**  02/23/2024 | **Z2**  01/06/2024  **Z3**  01/13/2024 | **Z2**  03/15/2024  **Z3**  03/08/2024 |

**OPEIU Retention Payments**

Effective January 1, 2024, eligible permanent full-time employees in OPEIU will receive a retention incentive payment according to the following schedule:

|  |  |  |
| --- | --- | --- |
| **Contract Name & Bargaining Unit** | **Payment Amount** | **Pay Dates(s)** |
| OPEIU (P5) | $1,250.00**\*** | **Z1/Z2**  03/15/2024  **Z3**  03/08/2024 |

**\**Employees who are at pay level 20 will receive a retention payment in the amount of $3750.00 per the new union contract.***

Eligible permanent part-time employees are entitled to receive a pro-rated payment based on hours worked during the previous calendar year. Outreach was performed to the Agency HR Offices to obtain the hours worked and payment amount for eligible permanent part-time employees.

As a reminder, certain newly hired Commonwealth employees into bargaining unit P5 with employment effective dates on or after July 1, 2023 are entitled to receive the retention incentive payment upon successful completion of the initial probationary period. It will be the Agency HR Offices responsibility to ensure these payments are processed for eligible new hires in accordance with the OPEIU union contract. Please provide the following information on the E-PAR when requesting payments:

* Action Type: Supplemental One-Time Payment (Action Type ZQ)
* Reason for Action: Action Reason 41 (Physn QAP/Nrs Retention)
* Wage Type; 5706 (Nurse Retention Pmt)
* Payment Amount:
  + OPEIU (P5) - $1,250.00

**Questions?**   
If you have any questions regarding OPEIU and UGSOA General Pay Increase, 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.