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

**AFSCME General Pay Increase and Pay Freeze Actions**

* Information regarding the AFSCME October 1, 2016 General Pay Increase and Union Pay Freeze Actions.

A side letter agreement between the Commonwealth of Pennsylvania and Council 13, American Federation of State, County and Municipal Employees (AFSCME) has authorized the October 1, 2016 General Pay increase to be processed in SAP prior to the signing of the contract.

**General Pay Increases (GPIs)**

Effective 10/01/16, General Pay Increases will process for eligible union employees according to the following schedule:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Contract Name and Bargaining Units** | **Pay Scale** | **Percentage** | **Processing Dates** | **Pay Dates** |
| AFSCME (A1, A4, B1, B4, G1, G4, J1, N1, A2, B2, G2, G5, J2, N2, 61, 64, 65, W1, W2, W4, W5, W7, W8, W9, A7) | ST | 2.75% | **All Pay Areas**  09/30/2016 | **Z1/Z2/T2**  10/21/2016  **Z3/T3**  10/28/2016 |
| AFSCME (G2, G4, G5) | AC | 2.75% |
| UGSOA (R1, R2)**\*** | SO | 2.75% |

**\***The union contracts for UGSOA grants employees any general pay increases obtained by AFSCME during the time period of July 1, 2016 through August 31, 2017. Those stipulations can be found in Article/Recommendation 18-Section 3 of the Collective Bargaining Agreement/Memorandum of Understanding.

**Pay Freezes**

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.

Effective 09/30/16, pay freeze actions will be processed for employees in the unions/bargaining units listed below. Employees will be frozen at their current rate of pay and will continue to be paid in accordance with the [July 1, 2014 Standard Pay Schedule](http://www.hrm.oa.pa.gov/class-comp/Documents/paysched-standard-st-2014.pdf). When signed contracts are received, the pay freeze actions will be removed as dictated by the new contracts.

|  |  |
| --- | --- |
| **Contract Name and Bargaining Units** | **Bargaining Units** |
| FOSCEP | C4, C5 |
| SEIU-Local 668 | F1, F4, F5 |
| PSSU – Referees Unit | I5 |
| PLEA | K4 |
| ALES | K5 |
| SEIU – Healthcare PA | P4 |
| OPEIU | P5 |
| CBA | Z4 |

Agencies processing seasonal hires and leave without pay (LWOP) actions should refer to [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) for detailed transactional information related to entering the pay freeze action.

**Expired CBAs & MOUs**

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)** | **Expiration Date** |
| FOP – Capitol Police Lodge | L4 | 06/30/2015 |
| PSRA | R4 | 06/30/2015 |
| FOP-NARC | G9 | 06/30/2015 |
| FOSCEP | C4, C5 | 06/30/2016 |
| CIVEA | E4, E7 | 06/30/2016 |
| SEIU - Local 668 | F1, F4, F5 | 06/30/2016 |
| PSSU-Referees Unit | I5 | 06/30/2016 |
| FOP – Conservation Police Officers Lodge 114, Fish and Boat Commission | K1 | 06/30/2016 |
| FOP – Assistant Regional Supervisor Lodge 114, Fish and Boat Commission | K2 | 06/30/2016 |
| PLEA | K4 | 06/30/2016 |
| ALES | K5 | 06/30/2016 |
| FOP – Conservation Police Officers Lodge 114, Game Commission Act 111 Unit | K8 | 06/30/2016 |
| UFCW | M1, M7 | 06/30/2016 |
| ISSU | M2 | 06/30/2016 |
| SEIU - Healthcare PA | P4, P7 | 06/30/2016 |
| OPEIU – Healthcare PA | P5 | 06/30/2016 |
| PSEA | S4 | 06/30/2016 |
| CBA | Z4 | 06/30/2016 |

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