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

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

* Information regarding the October 1, 2016 General Pay Increase and Pay Freeze Removal Actions for FOSCEP, SEIU Healthcare PA, and OPEIU

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 FOSCEP (bargaining units C4 and C5), SEIU Healthcare PA (bargaining units P4 and P7) and OPEIU (bargaining unit P5) because there was not a signed contract for these units when the October 1, 2016 General Increase was applied to the Standard (ST) Pay Schedule.

Side letter agreements between the commonwealth and these unions have authorized the October 1, 2016 General Pay Increase to be processed in SAP prior to the formal signing of the contracts.

**Pay Freezes**

On Thursday, 01/05/2017, pay freeze removal actions will process for employees in these units. The pay freeze removal actions will be applied in SAP effective 10/01/2016 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 or side letter agreement is received.

|  |  |
| --- | --- |
| **Contract Name** | **Bargaining Units** |
| PSSU – Referees Unit | I5 |
| PLEA | K4 |
| ALES | K5 |

**General Pay Increases (GPIs)**

Effective 10/01/2016, a 2.75% General Pay Increase will be applied for eligible employees.

Transaction processing for **all affected pay areas** will occur on Friday, 01/06/2017.

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

* **Pay Areas Z3/T3:** 01/20/2017
* **Pay Areas Z1/Z2/T2:** 01/27/2017

**Questions?**
If you have any questions regarding FOSCEP, 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. You may also call the HR Service Center, Agency Services & Operations Division at 877.242.6007.