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

**FOSCEP and PLEA General Pay Increase and Pay Freeze Removal Actions**

* Information regarding the FOSCEP and PLEA 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 Federation of State Cultural and Educational Professionals (bargaining units C4 and C5) and Pennsylvania Liquor Law Enforcement Association (bargaining unit K4) 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.

**Pay Freezes**

On Thursday, 11/21/2019, pay freeze removal actions will process for employees in bargaining units C4, C5 and K4. 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 |
| OPEIU | P5 |
| SEIU-Healthcare PA  | P4 |
| 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 in bargaining units C4, C5, and K4.

Transaction processing for **all affected pay areas** will occur on Thursday, 11/21/2019 and Friday, 11/22/2019.

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

* **Pay Area Z3/T3:** Pay Date 12/06/2019
* **Pay Areas Z1/Z2/T2:** Pay Date 12/13/2019

**Questions?**
If you have any questions regarding FOSCEP and PLEA 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.