SEIU 2013-2015 Contract Summary

There are a number of significant pay related changes included in the recently ratified OUS-SEIU 2013-2015 bargaining agreement. We want to let you know how these changes impact you and explain the timing of changes in your payroll check. Pay related changes include:

**Article 21—Salary:**

**Across-the-Board Increases**
- 1.5% effective December 1, 2013
- 2.0% effective December 1, 2014

**Selective Salary Adjustments**
Effective November 1, 2013, the following classifications moved to new salary ranges as listed.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Class #</th>
<th>Current Range</th>
<th>New Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locksmith</td>
<td>4227</td>
<td>16B</td>
<td>18B</td>
</tr>
<tr>
<td>Medical Aide</td>
<td>6107</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>Parking Services Rep.</td>
<td>5550</td>
<td>11</td>
<td>12</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>6503</td>
<td>27</td>
<td>31</td>
</tr>
<tr>
<td>Refrigeration Mechanics</td>
<td>4470</td>
<td>20B</td>
<td>23B</td>
</tr>
</tbody>
</table>

**Letter of Agreement**

**Article 22 and 66 – Salary Eligibility Date - Performance/Step Advancement:**

**Step increase delay**
Full step increases are effective July 1, 2014 and July 1, 2015 (not on salary eligibility date throughout the year).

**Step increase “roll back” and delay**
Effective November 1, 2013, employees who advanced on the pay scale between July 1, 2013 and October 31, 2013, were restored to their former salary rate in effect on June 30, 2013 (no repayment required). *Subsequent step increases* for these employees shall be delayed by the same number of months that the July through November 2013 increases were in effect so as to be equitable to other employees. (Employees directly impacted by this change received email notice on November 18, 2013.)

**Legislative Appropriation Clause**
However, if the Legislature, during its February 2014 session, approves an incremental appropriation of approximately $1.15M in State General Fund monies to the Oregon University System for the express purpose of providing additional compensation for all classified employees at the technical and regional universities within the system, all member universities including PSU will accelerate the full step increase in both years of the contract to the employee’s salary eligibility date. In case of partial funding, the adjustment of the effective date of the step increases will be prorated.
**Article 24—Insurance:**

**Full Time Employees**
- Plan Year 2014: No Change (OUS pays 95%, Employee pays 5%);
- Plan Year 2015: No Change (OUS pays 95%, Employee pays 5%);
  - Additional contingent 2015 language is contained in the Article.

**Part-Time Employees (Rev. 1/16/14)**
- Plan Year 2014:

<table>
<thead>
<tr>
<th>Enrollment Subsidy Tier</th>
<th>2014 Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$346.25</td>
</tr>
<tr>
<td>Employee and Spouse/Domestic Partner</td>
<td>$452.34</td>
</tr>
<tr>
<td>Employee and Child(ren)</td>
<td>$395.94</td>
</tr>
<tr>
<td>Employee and Family</td>
<td>$460.52</td>
</tr>
</tbody>
</table>

- Plan Year 2015: OUS to pay the published PEBB part-time subsidy amounts.

**PEBB $40 Benefit Subsidy**
From September 1, 2013 through June 30, 2015, OUS will pay an additional $40 monthly subsidy for employee’s monthly premium contribution for employees with salary rates less than or equal to $2,816 per month ($16.25 per hour). This subsidy will cease on June 30, 2015 or when an employee moves to a salary rate above $2,816 per month ($16.25 per hour) as a result of a salary increase other than the cost-of-living increases under Article 21—Salary.

**Article 20 – Differential Pay:**
Rates remain unchanged except:
Charge Nurse Differential moved from .33 cents to 5% per hour


If you have any additional questions or concerns please feel welcome to forward them to me at hutchp@pdx.edu.

Regards,

Pam Hutchins  
Associate Director for Human Resources  
Payroll, Compensation and HRIS

Cc: Supervisors