

NEWLY RATIFIED SEIU CONTRACT

JANUARY 1, 2022 – JUNE 30, 2025

Bill Sexton

Senior Employee and Labor Relations Officer



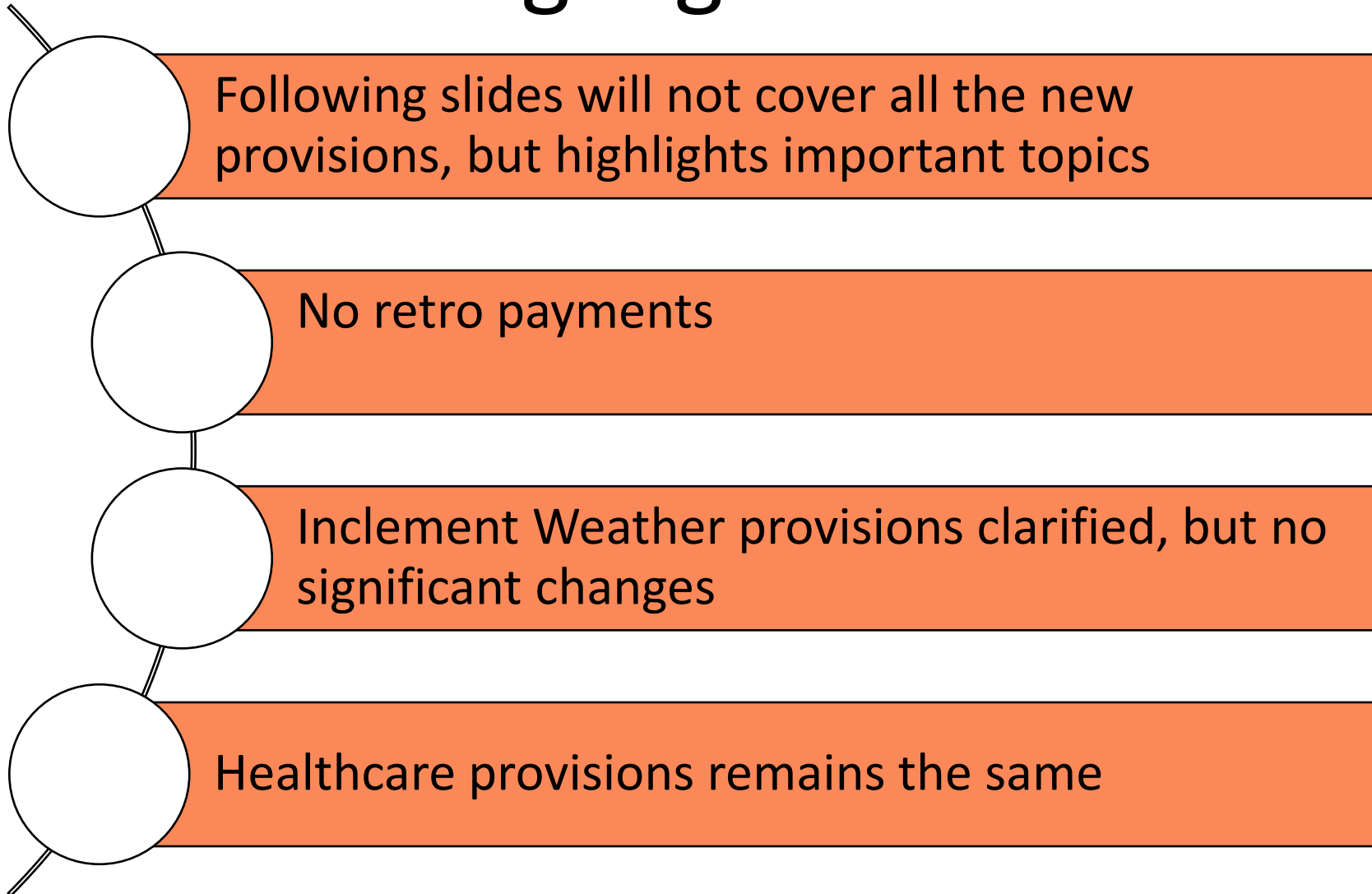
Oregon State
University

SEIU Labor Efforts

- Reminder that this contract is negotiated with all seven Oregon Public Universities (OPE)
- Truncated bargaining effort from September 22, 2021 through December 3, 2021
- SEIU membership voted in favor of the new provisions at the conclusion of December 2021.
- All provisions in effect as of January 1, 2022



Highlights



January 1, 2022

Article 21, Section 1(A): Salary Increase

All salary rates shall increase by three and one-tenth percent (3.10%).

Article 20, Section 3(A): Special Qualifications Pay, Bilingual

Employees who are **required** by their supervisor to utilize bilingual skills, but whose position description does not have such skills contained therein will be one dollar (\$1.00) per hour above the employee's base rate for time performing these duties. If an employee is required to utilize bilingual skills during the course of a workday, they will be paid the differential for no less than thirty (30) minutes during the day.

February 1, 2022

Article 21, Section 3: Selective Salary Adjustments

All employees in the classifications below shall be moved to the salary ranges identified

Letter of Agreement, Recognition Bonus Pay

An employee required to work, and who did work, between 480 hours and 1,039 hours on campus between March 2020-June 2021 shall be paid a bonus of one thousand and fifty dollars (\$1,050) or one thousand five hundred dollars (\$1,500) if employee worked more than 1,039 hours. This payment is to be issued with the February 2022 paycheck.

Efforts to communicate began December 18, 2021. Employee deadline to submit forms recently passed January 7, 2022.

March 1, 2022

Step Deletion

Article 21, Section 1(C): Step Deletion

The steps identified shall be removed from the salary tables.

<u>Salary Range</u>	<u>Step(s)</u>
5	9 and 10
5B	9 and 10
6	8 and 9
7	7 and 8
8	6 and 7
8B	6 and 7
9	5 and 6
9B	5 and 6
10	4 and 5
11	3 and 4
12	2 and 3
13	1 and 2
14	1

*THANK YOU TO ALL OF YOU FOR
YOUR ASSISTANCE!*

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Thank you