

# NEWLY RATIFIED SEIU CONTRACT JANUARY 1, 2022 – JUNE 30, 2026

**Jason Perkiser, Asst Dir - ELR**

**Bill Sexton, Sr. ELR Officer**

**Tarron Anderson, Sr. ELR Officer/HRSP**



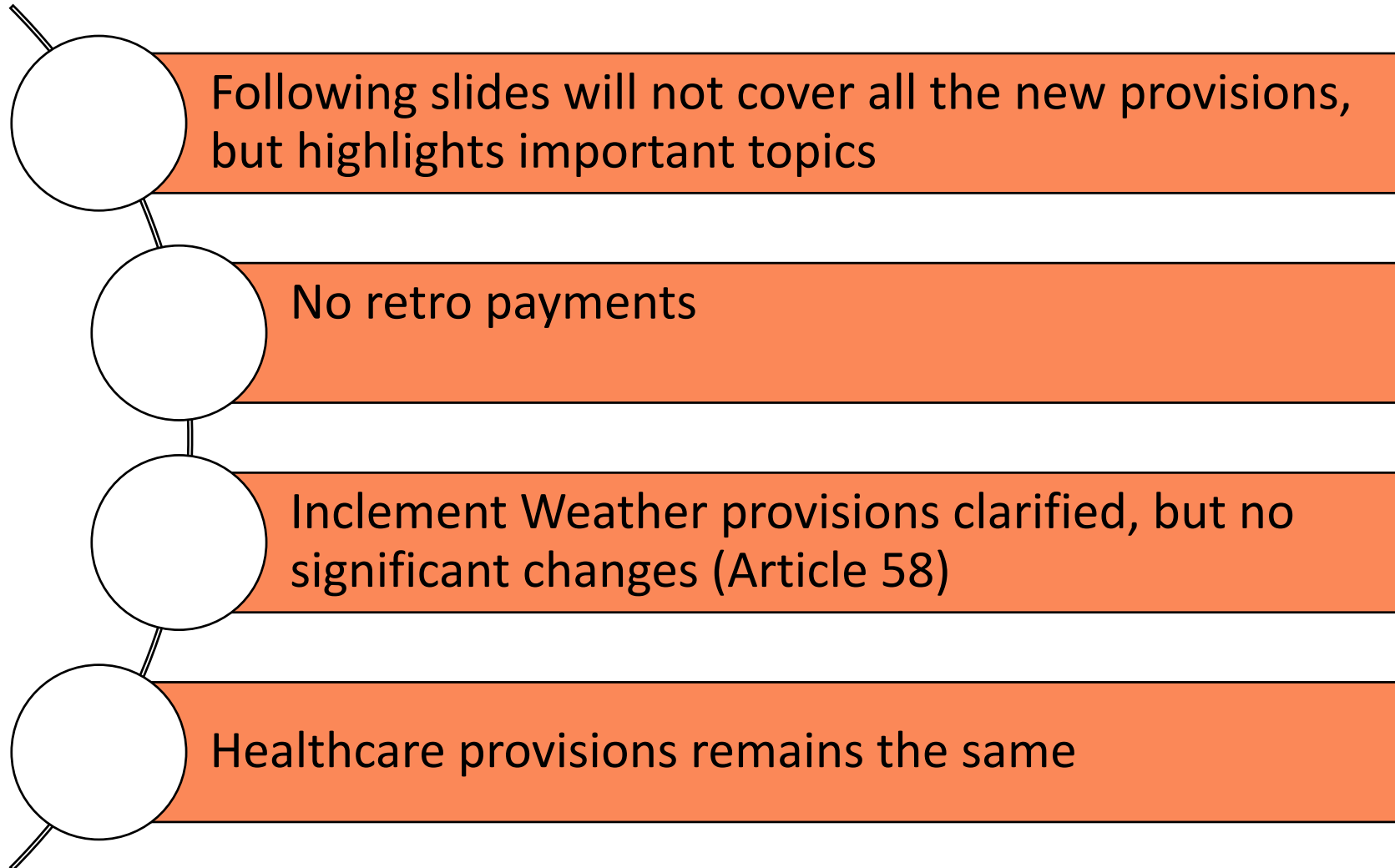
**Oregon State  
University**

# SEIU Labor Efforts

- Reminder that this contract is negotiated with all seven Oregon Public Universities (OPU)
- 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.

# January 1, 2022

## Article 20, Section 3(1): Special Qualifications Pay, Veterinary Tech 2, Specialty Certification

The specialty certification differential for employees in the Veterinary Technician 2 classification is increasing to three dollars (\$3.00) per hour.

## Article 20, Section 4(A): Shift Differential

Veterinary Technician 1, Veterinary Technician 2, Veterinary Technician 3, Veterinary Assistants, and Veterinary Animal Attendants will receive a shift differential of two dollars (\$2.00) per hour.

# January 1, 2022

**Article 22: Salary Administration  
Section 1(D) – “Cash Award”**

**Note:**

This provisions was moved from Article 61: IT Compensation Plan, to be included in Article 22, and be applicable to all classified positions, not just IT positions.

**The process for this provision is still being developed by the Class-Comp Team.**

The University’s Chief Human Resource Officer (“CHRO”) or designee has the sole and exclusive discretion to issue cash awards up to 7.25% of an employee’s annual base salary, at any time(s) during the performance cycle, to recognize completion of projects or other significant events worthy of monetary recognition.

In addition, supervisors may recommend employees to the University’s CHRO for this recognition.

## Negotiated Selective Salary Adjustments – 31 Classifications

<u>Classification, Class #</u>	<u>Current Range</u>	<u>New Range</u>
Office Assistant, 0102	10	11
Office Specialist 1, 0103	12	13
Office Specialist 2, 0104	15	16
Admin Prog Assist, 0107	17	18
Admin Prog Spec, 0108	19	20
Exec Support Spec 1, 0118	17	18
Exec Support Spec 2, 0119	19	20
Paralegal 1, 1523	18	19
Paralegal 2, 1524	22	23
Paralegal 3, 1525	25	26
Word Process Tech 1, 0530	11	12
Word Process Tech 2, 0531	13	14
Word Process Tech 3, 0532	15	16
Med Records Spec, 0015	15	16
Accounting Tech, 0201	15	16
Payroll Tech, 0205	15	16
Custodian, 4101	11	12
Custodial Coord, 4103	17	18
Food Serv Worker 1, 9100	7	8
Food Serv Worker 2, 9101	9	10
Food Serv Worker 3, 9102	12	3
Cook 1, 9116	12	13
Cook 2, 9117	16	17
Daycare Center Cook, 9114	12	13
Baker, 9110	16	17
Food Service Coord, 9103	17	18
PSU Recycling Spec, 4100	5	7
Medical Aide, 6107	15	16
Registered Nurse, 6224	28	29
Registered Nurse, 6225	30	31
Mid-Level Med Pract, 6258	35	36

# February 1, 2022

## Article 21, Section 3: Selective Salary Adjustments

Selective Salary Adjustments have been made to thirty-one (31) classifications through the collective bargaining process. See list of classifications and salary range increases per Article 21, Section 3, in the online SEIU Contract.

## 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 was January 7, 2022.



# February 3, 2022

## Grievance Settlement Agreement: Hourly Pay Method

- Employees moved from salaried to hourly pay (timesheets) due to Work Share participation or lateral transfer between Sept. 1, 2020 and through Feb. 3, 2022, will be moved back to salaried pay or can choose to stay at hourly pay (timesheets).
- Transition of choice will occur no later than March 2022.
- For those employees, this will remain in effect until Jan. 1, 2024, and be addressed through bargaining or discussion moving forward from Jan. 1, 2024.
- Employees moving to a part-time position or who voluntarily accepts a position other than a lateral transfer.
- A lateral transfer is defined as any voluntary or involuntary transfer to a position in the same classification, employment category, and salary range.

# March 1, 2022

## Step Deletion

### Article 21, Section 1(C): Step Deletion

The steps identified shall be removed from the salary tables.

(See Appendix in the current SEIU Contract for Salary Ranges and Steps.)

<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

# July 1, 2022

## Article 21, Section 1(A): Salary Increases

All salary rates shall increase by two and one-half percent (2.50%).

## Article 21, Section 1(B): Longevity Premium

This language remains in effect for the duration of the Agreement with one exception. That is, employees currently receiving a longevity premium who are moved to a new salary range because of a selective salary increase noted above shall retain the longevity premium when they are placed on their new salary range until their next salary eligibility date, at which time the longevity premium shall be removed.

# HealthCare

Premium shares for full and part-time employees remain status quo through June 30, 2026.

The forty-dollar (\$40.00) subsidy is maintained through June 30, 2026 for employees with salary rates less than or equal to the dollar amount equivalent of Salary Range 11, Step 10, based on a 1.0 FTE. This subsidy ceases June 30, 2026, or when an employee moves to a salary rate above the dollar amount equivalent to Salary Range 11, Step 10 as a result of a salary increase other than the cost-of-living increases under Article 21–Salary.

# INCLEMENT WEATHER/HAZARDOUS CONDITIONS LEAVE

The Universities will allow employees access to paid time to use in the event of a full campus closure or delayed start due to inclement weather or hazardous conditions. This paid time shall be known as inclement weather or hazardous conditions leave.

The leave accrues as follows:

- Twenty-four (24) hours effective upon ratification and expiring June 30, 2022;
- Forty-eight (48) hours effective July 1, 2022, and expiring June 30, 2024; and,
- Forty-eight (48) hours effective July 1, 2024, and expiring June 30, 2026.

For employees hired after ratification or the July 1 dates in numbers 2 and 3, above, such hours shall be granted on a pro-rated basis. None of the hours can be carried beyond their expiration date.

FLSA non-exempt employees may access the inclement weather or hazardous conditions leave during a full campus closure or delayed start depending on whether they were scheduled to work on campus (but not required), telecommuting or remote working, or scheduled and required to work on campus.

# INCLEMENT WEATHER/HAZARDOUS CONDITIONS LEAVE

## Employee

## Access to Inclement Weather Leave ?

On Campus (scheduled, but not required to work)

Yes, only when choosing to receive double time-and-one half (2.5x) pay or when the President declares the closure or delay as paid time.

On Campus (scheduled and required to work)

Yes, only when choosing to receive double time-and-one half (2.5x) pay or when the President declares the closure or delay as paid time.

Telecommuting or remote working

No. The employee must work their scheduled shift or receive approval to use eligible leave.

Telecommuting or remote working, but whose health or safety inside their remote location is similarly impacted by the same conditions that caused the closure or delay.

Yes.

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

Employee & Labor Relations Team



**Oregon State**  
University



Thank you