

**Summary of Changes
Pennsylvania's State System of Higher Education
and OPEIU Local 153 (OPEIU)
July 1, 2023 – June 30, 2027**

Change OPEIU Healthcare Pennsylvania 112 to OPEIU Local 153

Article 7 Holidays

Section 1. Add Holiday Juneteenth, day celebrated June 19.

Section 2. Delete Columbus Day and add Indigenous Peoples' Day.

Article 17 Overtime

Add Section 5. University management will attempt to equalize overtime between employees within the same job classification in the same functional unit at a university. All integrated Universities shall have their equalization units defined by the specific campus. University management shall first seek to obtain volunteers for the performance of overtime work. In the event that sufficient volunteers are not available, University management shall have the right to assign such work on a non-volunteer basis. Nothing in this section shall require University management to accept as a volunteer or to assign overtime to an employee where the employee would be entitled to double time for such overtime work. This paragraph shall be superseded by any existing or subsequent procedure mutually agreed upon in writing by the Union and University level management. (This was from the integrated university side letter)

Article 16 (Salaries and Wages)

Provide for wage increases as noted below and certification payments will increase from \$650 to \$700 in each contract year.

- Start of 2023 Fall Semester — 4% GPI
- First full pay of Jan. 2024 — Step Increment or Lump Sum (if top of range 2.25%)
- First full pay of Jan. 2025 — 2% GPI and Step Increment or Lump Sum (if top of range 2.25%)
- First full pay of Jan. 2026 — 1.25% GPI and Step Increment or Lump Sum (if top of range 2.25%)
- First full pay of Jan. 2027 — 4% GPI and Step Increment or Lump Sum (if top of range 2.25%)

Employees shall qualify for the above-referenced Step Increments by being continuously employed for the prior year.

A. Employees covered by this Agreement who separated employment prior to the effective date of ratification by this Agreement by the Board of Governors will not be eligible for the retroactive salary increases.

B. Employees must be in the OPEIU bargaining unit on the effective date of the ratification of this Agreement by the Board of Governors in order to be eligible for retroactive increases.

Article 25 Seniority

Section 1. Unless otherwise stated herein, the seniority unit shall consist of that group of employees in a University within which seniority preference is exercised. All integrated Universities shall have their seniority units defined by the specific campus.

Article 45 Termination

Change:

This Agreement shall be effective July 1, 2023 except where specifically provided that a particular provision will be effective on another date and shall continue in full force and effect up to and including June 30, 2027. It shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by such time as would permit the parties to comply with the collective bargaining scheduled established under the Public Employe Relations Act.

Appendix E

Add: American Academy of HIV Medicine: HIV Specialist <https://aahivm.org>

Pilot Program

Whereas the State System has a desire to improve the frequency, quality, and availability of psychiatric services available to students of various universities of the State System through the Health & Wellness Center by maintaining a Psychiatric Nurse Practitioner (PNP) on staff; and

Whereas, the OPEIU currently represents nurses on the various State System campuses and governs compensation for certifications under Article 16, Section 11, and Appendix E of the collective bargaining agreement; and

Whereas, the State System recognizes the expense and commitment to obtain and maintain a Psychiatric Nurse Practitioner certification (not listed in Appendix E), as well as the value such certification brings to the holder, makes the compensation identified above inadequate to retain said PNP;

The parties therefore agree to the following:

1. In universities that wish to participate in this pilot program, volunteers will be solicited from existing nursing staff to become a certified Psychiatric Nurse Practitioner. One individual will be selected by management based on qualifications to enroll in an 18-month program to become a certified Psychiatric Nurse Practitioner. The tuition and expenses for the program will be reimbursed by the perspective university provided the candidate maintains passing grades and progress toward certification. In exchange for tuition and expenses, the successful candidate commits to remain employed at the perspective university for two years following successful completion. Failure to remain at the perspective university will result in the candidate having to repay a pro-rated amount of tuition and expenses back to the perspective university for each month short of the 24-month commitment.
2. Upon request from the union, management agrees to meet and discuss the reason(s) as to why the employee with the most seniority was not selected.
3. Appendix E will add the Psychiatric Nurse Practitioner certification, however, that certification will be exempt from Article 16, Section 11. The holder of the PNP will receive a \$1500 certification stipend at the end of each quarter for which they are employed a minimum of 50% in active pay status. This stipend will be in lieu of the \$700 annual payment.

**Summary of Changes in the MOU Between
Pennsylvania's State System of Higher Education
and OPEIU Local 153 (OPEIU)
July 1, 2023 – June 30, 2027**

Preamble

Change OPEIU Healthcare Pennsylvania 112 to OPEIU Local 153

Recommendation 7 Holidays

Add Juneteenth as a major holiday.

Rename Columbus Day to Indigenous Peoples' Day.

Recommendation 17 Overtime

Add Section 5. University management will attempt to equalize overtime between employees within the same job classification in the same functional unit at a university. All integrated Universities shall have their equalization units defined by the specific campus. University management shall first seek to obtain volunteers for the performance of overtime work. In the event that sufficient volunteers are not available, University management shall have the right to assign such work on a non-volunteer basis. Nothing in this section shall require University management to accept as a volunteer or to assign overtime to an employee where the employee would be entitled to double time for such overtime work. This paragraph shall be superseded by any existing or subsequent procedure mutually agreed upon in writing by the Union and University level management. (This was from the integrated university sideletter)

Recommendation 16 (Salaries and Wages)

- Beginning of the Fall Semester 2023 — 4.0% General Pay Increase³
- First full pay period Jan. 2024 — Step Increment⁴
- First full pay period Jan. 2025 — 2.0% General Pay Increase and Step Increment
- First full pay period Jan. 2026 — 1.25% General Pay Increase and Step Increment
- First full pay period Jan. 2027 — 4.0% General Pay Increase and Step Increment

Increase payments for certifications in agreed upon and appropriate specializations from \$650 to \$700 in each contract year.

Employees shall qualify for the above-referenced Step Increments by being continuously employed for the prior year.

³ A General Pay Increase (GPI) represents a percentage change applied to the entire salary schedule.

⁴ A Step Increment is movement one step (average value of 2.25%) up on the 20-Step salary schedule.

A. Employees covered by this Agreement who separated employment prior to the effective date of ratification by this Agreement by the Board of Governors will not be eligible for the retroactive salary increases.

B. Employees must be in the OPEIU bargaining unit on the effective date of the ratification of this Agreement by the Board of Governors in order to be eligible for retroactive increases.

Recommendation 25 Seniority

Address that seniority units are defined as campus due to impact of university consolidation.

Appendix E

Add American Academy of HIV Medicine: HIV Specialist as certification eligible for payment.