

LETTER OF AGREEMENT
ARTICLE 21: SALARY

This Agreement is entered into between the SEIU Local 503, OPEU, hereinafter the Union, and Eastern Oregon University (EOU), Oregon Institute of Technology (OIT), Oregon State University (OSU), Portland State University (PSU), Southern Oregon University (SOU), University of Oregon (UO), and Western Oregon University (WOU), hereinafter the Employer, the Universities, or the University.

Employees in the classification listed below shall be placed in the new salary range in the manner identified in (A) and (B), below:

Classification	Class #	Current Salary Range	New Salary Range
Environmental Health and Safety Professionals 1	3901	19	21
Environmental Health and Safety Professionals 2	3902	24	26
Environmental Health and Safety Professionals 3	3903	27	29

(A) Employees who are currently below the bottom step of the new salary range will be placed on the first step of the new salary range, on March 1, 2023, and will have their salary eligibility date reset to March 1, 2023.

(B) All other employees shall be placed in the new salary range on March 1, 2023, at a salary rate equivalent to their current rate and shall be eligible for increases on their next salary eligibility date after March 1, 2023.

The Universities and the Union agree that this Letter of Agreement is effective March 1, 2023.

SEIU Local 503, OPEU

Melissa Unger

 Melissa Unger, Executive Director

Dated: 3/14/2023

Oregon Public Universities

(Signature)

 Brian A. Caufield, Chief Negotiator

Dated: 02/16/2023