

**OSU VET TECHS LOA--LETTER OF AGREEMENT
ARTICLE 21: SALARY**

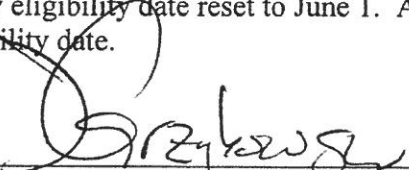
University Shared Services Enterprise, on behalf of Oregon State University, and SEIU Local 503, OPEU hereby enter into the following Letter of Agreement.

The parties agree that this Letter of Agreement is effective October 1, 2016.

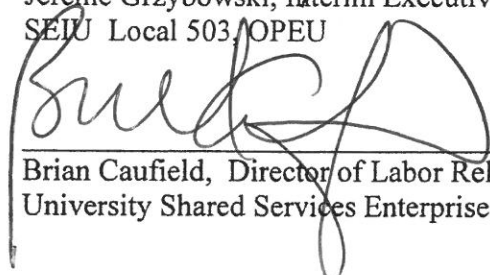
Effective October 1, 2016, the salary ranges for the following classifications shall be increased as indicated below.

Classification	Class #	Current Range	New Range
Veterinary Technician 1	6421	17	19
Veterinary Technician 2	6422	20	22
Veterinary Technician 3	6433	22	24

- (A) Employees who are currently at Step 1 and employees who are currently at Step 2 with salary eligibility dates of January through June will receive two steps on October 1, 2016 and will have their salary eligibility date reset to October 1.
- (B) Employees currently at Step 1 whose salary eligibility date is November or December will receive two steps on October 1, 2016 and a third step on their salary eligibility date. The salary eligibility date shall remain the same.
- (C) Employees currently at Step 2 or higher with salary eligibility dates of October-December will receive two steps on October 1, 2016 and will have their salary eligibility dates reset to June 1.
- (D) All other employees in the above classifications will receive a salary rate increase of one full step within the new salary range on October 1, 2016, and an additional step on their next salary eligibility date or June 1, 2017 – whichever comes first. Employees covered under this paragraph (D) with salary eligibility dates of July-September will have their salary eligibility date reset to June 1. All other employees will retain their current salary eligibility date.


Jereme Grzybowski, Interim Executive Director
SEIU Local 503, OPEU

Date: 9/29/16


Brian Caufield, Director of Labor Relations
University Shared Services Enterprise

Date: 9/30/16