

Enhancements from current contract



Key Economic Proposals from OHSU's Final Offer

8.1 Across the Board Increases



Year 1

6% split

4% second full pay period after ratification, 2% first full pay period after 1/1/23.

Year 2

4%

Year 3

3%

First full pay period after 7/1/2024.

MOU re Ratification Bonus



All employees in bargaining unit would receive one-time signing bonus of:

- \$1,000: 0.5–1.0 FTE
- \$500: 0–0.49 FTE

Sick Leave



- Letter of Agreement for one-time refresh of COVID sick bank up to 40 hours
- COVID sick bank expires last pay period of FY (9/30/2023)
- Meeting within 120 days to discuss occurrence policy

10.UX4 Preceptor Pay



- No longer just for training students
- Positions eligible to receive pay increased from 14 to more than 50 positions

14.2.4 Bereavement Leave



- 20 hours of paid bereavement leave, in addition to up to 2 weeks of discretionary time for which employee can use accruals (or take unpaid if they do not have accrued leave)
- Absences due to approved unpaid leave are not subject to attendance-related discipline

12.1 Accrual of Vacation Time



- 0–5-year tier receives two additional vacation days, and 6–10 tier receives one additional vacation day

10.11 Weekend Differential



- Increase to \$1.50/hour from \$0.50

Additional Need Incentive



- Minimum rate of 25% or \$10, whichever is greater
- ANI would be offered before mandatory overtime is assigned

10.1 Shift Differential



- If employee works at least 3 hours between 4 p.m.–midnight, receive evening shift differential for hours worked in that time period – paid at 7% or \$1.50, whichever is greater
- If employee works at least 3 hours between midnight–8 a.m., receive night shift differential for hours worked in that time period – paid at 12.5% or \$3, whichever is greater

22.1.1 Education and Training Hours



- Increase guaranteed education training from 10 hours to 24 hours (30 hours for employees with agreed individual development plans), and allow hours to be used for maintaining certification

Key Tentative Agreements



OHSU payments of \$200,000 each year into a hardship fund administered by AFSCME



All call-back hours worked paid at 1.5x straight time



If an employee immediately commences an on-call shift following a scheduled shift due to patient care needs they qualify for callback pay