



RATIFICATION INFO— CONTRACT HIGHLIGHTS

Across-the-Board Wage Increases: Increases of 3.25% in 2019, 3.0% in 2020 and 3.0% in 2021; lump-sum payment of \$1,000/employee, prorated by FTE

Vacation Accruals: One additional day per year for all employees hired after September 11, 1998

Transit Passes: TriMet pass available for purchase for \$50/year for duration of contract

Hardship Fund: \$100,000/year for duration of contract, for union to provide relief to employees for needs related to food, transportation, housing insecurity or education

Health Insurance: Lower-cost PPO option, with a monthly subsidy; opt-out payment increased to \$100/year

Appendix A (Salaried Employees): Same progression increases as hourly employees (1.5% – 4.0%); meal and rest breaks; modified-operations protections

Differentials: Weekend: \$0.50/hour; preceptor pay: \$1.00/hour, for selected clinical positions

Bereavement Leave: expanded definition of “immediate family”; broader leave eligibility, at manager discretion

Code of Conduct Complaints: Mechanism for employees to report bullying, intimidation and harassment directly to our union

Employee Advisory Council: Similar concept as our union-proposed community advisory board, bringing employee representatives together to bring issues and concerns to OHSU’s president

Staffing Issues: Twice-yearly meetings between Local 328 and OHSU administration to discuss staffing concerns

Mental-Health Support/Peer-To-Peer Group Counseling: Program to train members to provide critical-incident debriefings; hiring of internal counselor to provide on-site group counseling/support

Paid Family Leave: Joint task force to explore alternate paid family leave program to Oregon’s program

Steward Program: Increased steward time for investigatory/grievance/lead/senior-lead stewards; additional stewards to cover evening/night shifts and large departments

Cobranding: All CWE Center and LMC documents shall have AFSCME and OHSU co-branding; new jointly developed initiatives and projects with OHSU will also be co-branded