



## RATIFICATION INFO— FINAL OFFERS VS. CONTRACT

Issue	AFSCME	OHSU	Final Result
Length of contract	3 years	5 years	AFSCME
Tiered language	No	Tiered language (PTO, across-the-board increases, one-time-payment)	AFSCME
Across-the-board wage increases	10.5% over 3 years (3.5% increase each year, for all employees)	14.1% over 5 years for employees making \$22/hr or less (2.82% avg. increase/yr); 13.1% over 5 years for all others (2.62% avg. increase/yr)	9.25% over 3 years (3.25%, 3%, 3%)
Inflation/CPI protection	No	Possible add'l wage increase for eligible impacted employees; would not be triggered until 2022	N/A with 3-yr contract
One-time payment	No (previously withdrew proposal for 1% lump-sum payment)	\$500 for up to 0.49 FTE; \$1,000 for 0.5-1.0 FTE; \$1,200 for employees making \$57.69-\$86.53/hr; \$1,500 for employees making \$86.54/hr or more	\$1,000, prorated by FTE
PTO	No	Optional for current employees, mandatory for new employees	AFSCME
Vacation	1 additional day for all employees hired after 9/11/98	1 additional day for employees at 0 – 5 years	AFSCME
Weekend differential	Year 1: 3%; Year 2: 5%; Year 3: 7%	No	\$0.50/hr AFSCME (reduced)
Preceptor pay	5%	No	\$1.00/hr AFSCME (reduced)
Float differential	3% (~1 range higher) for NRM Ancillary float pool, Ambulatory Care Operations float pool, and clinical depts. w/ a designated float	No	OHSU
TriMet passes	\$50/year	\$50/year	AFSCME/OHSU

Hardship fund	\$100,000/year dedicated needs-based funds for lower-wage workers, to be administered by AFSCME	Average \$100,000/year funds to assist w/ housing, food insecurity or transportation, to be administered by AFSCME	AFSCME/OHSU
Wage increases retro to 7/1	Yes	No	OHSU
Term of agreement	No change to current language (economic provisions take effect the first full pay period after ratification)	Delay effective date of economic provisions to after two full pay periods after ratification	AFSCME
<b>Issue</b>	<b>AFSCME</b>	<b>OHSU</b>	<b>Final Result</b>
Community advisory board	Yes	No	Employee advisory council
Staffing task force	Yes	No; OHSU has instead proposed to arrange twice-yearly meetings between Local 328 and OHSU leadership	OHSU
Appendix A (salaried employees)			
Progression increases	Yes	Yes	AFSCME/OHSU
Meal and rest periods	Yes	No	AFSCME
Time tracking	No	Yes (e.g., for grants/ projects or supporting an FTE increase)	OHSU
Pay for work on holidays	Yes	No	OHSU