



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
Wage increases retro to 7/1	Yes	No	OHSU

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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
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
<i>Appendix A (salaried employees)</i>			
<i>Progression increases</i>	Yes	Yes	<i>AFSCME/OHSU</i>
<i>Meal and rest periods</i>	Yes	No	<i>AFSCME</i>
<i>Time tracking</i>	No	<i>Yes (e.g., for grants/ projects or supporting an FTE increase)</i>	<i>OHSU</i>
<i>Pay for work on holidays</i>	Yes	No	<i>OHSU</i>