**ENHANCEMENTS FROM CURRENT CONTRACT**

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| 7.7 Time Off Between Regularly Scheduled Shifts | Eligible for premium if not time off between regularly-schedule shifts or hours worked on callback and next regularly scheduled shift.  Current contract language regarding 7.7(b) |
| 8.1. Across the Board Increases | Y1: 6% split (4% second full pay period after ratification, 2% first full pay period after 1/1/23)  Y2: 4%  Y3: 3% first full pay period after 7/1/2024 |
| MOU re Ratification Bonus | All employees in bargaining unit will receive one-time signing bonus of:  0.5 – 1.0 FTE: $1000  0-0.49 FTE: $500 |
| 8.3 Merit-based adjustment | As proposed by OHSU 8/30 |
| 8.5.3 Promotion | Employees retain original anniversary date |
| 8.7.1 Upward Classification | Employees retain original anniversary date |
| Holidays | President’s Day fixed  Juneteenth floating  New MOU for discussion during DEI reopener re possible Floating Cultural Holiday as a concept |
| 13.1 Accrual of Sick Leave | LOA for one-time refresh of COVID sick bank up to 40 hours. COVID sick bank expires last pay period of FY (7/2/2023)  Meeting within 120 days to discuss occurrence policy |
| 13.2 Attendance Recognition | As proposed by OHSU on 6/14/22 but one-to-one conversion with following limits:   * Up to 24 hours if zero unscheduled sick leave days * Up to 16 hours if 1 unscheduled sick leave days * Up to 8 hours if 2 unscheduled sick leave days |
| 15.2.1 Insurance | As previously proposed by Employer |
| (NEW) 10.UX4 Preceptor Pay | Move from Pilot MOU into contract (showing not a pilot). Keep preceptor name. Increase positions eligible for $1 preceptor differential from 14 to 50+ per OHSU 8/19 proposal, plus:   * Anesthesia Technician * Surgery First Assistant   Employees assigned to lead and preceptor duties can receive both  Employees may request that manager consider adding additional positions to preceptor list. If manager is in agreement, manager will reasonably advocate for inclusion of position. If manager denies request, Employees may escalate the request to the next level of leadership. If OHSU agrees, it will notify union of inclusion of position. No additional bargaining required for inclusion of additional positions through this process. |
| 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 weekend differential from 50 cents to $1.50/hour |
| Additional Need Incentive | OHSU’s 8/2 availability of additional work/overtime scheduling proposal except change “advance period” from 1 week to 2 weeks, and confirm shifts at 24 hours prior to the scheduled shift.  Employer can establish Additional Need Incentive, with minimum rate of 25% or $10, whichever is greater, payable for designed shifts 4 hours of longer. Part time and relief and flex (if agreement on flex package) eligible for ANI if provide availability and work committed shifts. For shifts four hours or longer, ANI must be offered before mandatory OT is assigned.  Setting ANI rates should be guided by the relevant classification’s wage rate, the number of open shifts in the department, the number of vacant positions, learning from offering prior ANI rates, acuity, and patient care needs.  Employees may request increase in offered ANI to manager. If manager denies request, Employees may request increase in offered ANI to next level of leadership. If OHSU agrees, OHSU will notify union of increased offered ANI. |
| Appendix A – Salaried Employees | Remove shift trades, rest between shift, and weekend differential from excluded items for salaried employees. Employees must track time to implement weekend differential, rest between shift, and must receive approval for weekend/rest between shift work unless scheduled.  If they are assigned and work call more than three (3) weeks per calendar quarter, salaried social workers and chaplains will receive a stipend of $50 per day of call of eight (8) hours beyond that amount. |
| 9.1.4 Scheduling and Assignment of Overtime | Employer will use best efforts to relieve an employee on premises after 24 hours of continuous work, and will notify union if not possible. |
| 10.1 Shift Differential | If employee works at least 3 hours between 4pm-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-8am, receive night shift differential for hours worked in that time period. Paid at 12.5% or $3, whichever is greater. |
| 8.4 Market-Based Adjustments | Increase size of Committee and number of paid union members as requested. |
| MOU re Market-Based Wage Committee | New upward adjustment when median of range data is 3% or more above OHSU median for position. Consider academic medical centers across United States as part of narrow-to-broad market approach. Increase downward adjustment percentage from 10%-15%, making it less likely there will be downward adjustments. |
| (NEW) 11.2.1 Compensation for work-unit holiday closures | As proposed by OHSU 7/19/22 |
| 22.1.1 Education and Training Hours | As proposed on 6/7 |
| 27.7 – Exposure to Serious Communicable Diseases | As proposed by OHSU on 7/27/22 |
| MOU – Task Force re Advanced Professional Certification Differential | As proposed by AFSCME 7/19/22 except that AFSCME will propose recommended certifications within 90 days of Task Force formation, and OHSU retains discretion in implementing Task Force’s recommend differentials. Completion of task force work and implementation will occur within a year after formation of the task force. |

**CURRENT CONTRACT LANGUAGE OR NON-ECONOMIC LANGUAGE-ONLY CHANGES**

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| 8.2.1 Progression within quartiles | Current contract language |
| 8.2.2 Longevity Rate | Current contract language |
| 9.1.2 Overtime compensation | Current contract language |
| 10.1.2 Rates | Current contract language |
| 10.5 Lead Work | Current contract language |
| 15.2.2 – Part-time employees | Employer pays 75% of amounts for each plan elected. |
| 15.2.3 – Maximum annual contribution increase | Current contract language |
| 15.2.4 – Employee Premium Deductions | Employee share of insurance premium costs will be deducted from the employee’s pay for first two pay periods of each month. |

**NEW PROPOSED CONTRACT ITEMS NOT PART OF CONTRACT**

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| (NEW) 8.12 Retention Bonus | Not accepted |
| (NEW) 9.X – Sign on Bonuses | Withdrawn |
| (NEW) 9.X.1 – Parity for incumbents. | Not accepted |
| (NEW) 10.UX3 – Unforeseen Environmental Hazard Differential | Not accepted |
| (NEW) 10.UX8 – Hazardous Materials Differential | Not accepted |
| (NEW) 14.1.9 – Mental Health Leave | Not accepted |
| 27.6 – Work with Dangerous Materials | Not accepted |
| (NEW) MOU UX5 – Paid Family Leave | Not Accepted |
| (NEW) MOU EX1 – Pandemic, State of Emergency, and Disaster Bargaining | Withdrawn |