

## AFSCME ECONOMIC PROPOSAL—8/26/2022

- 8.1 ATB Increases
  - Year 1 - 8%
  - Year 2 - 7%
  - Year 3 - 7%
- MOU re: Ratification Bonus:
  - Paid 1st full pay period after ratification
  - If we settle by 9/5/22
    - 0.5 - 1.0 FTE: \$1,000
    - 0 - 0.49 FTE: \$500
  - If we settle between 9/6/22 & 10/5/22
    - 0.5 - 1.0 FTE: \$1,500
    - 0 - 0.49 FTE: \$750
  - Withdraw retro ATB proposal
- 8.2.1 Progression within Quartiles
  - Current contract language
- 8.2.2 Longevity Increase
  - Continue to strike “consecutive”
  - Drop proposal to apply every 5 years
- 8.3 Merit-Based Adjustments
  - As proposed on 7/5
  - Imposes no economic or any other actual obligation for OHSU
- 8.4 Market-Based Adjustments
  - As proposed 8/26
- 8.5.3 Promotion
  - Employees retain original anniversary date
  - Withdraw proposal for 5%
- 8.7.1 Upward Reclassification
  - Employees retain original anniversary date
  - Withdraw proposal for 5%
- 10.1 Shift Differential
  - Evening: 7% or \$1.50/hour, whichever is greater
  - Night: 12.5% or \$3.00/hour, whichever is greater
  - Current contract language for rest of article
- 10.UX8 Hazardous Materials Differential
  - As proposed 8/26
- 10.5 Lead Work: Current contract language
- 10.11 Weekend Differential
  - \$1.50/hour
- 10.UX3 Unforeseen Environmental Hazard Differential: withdrawn
- 10.UX4 Preceptor Pay
  - \$1.00/hour (current contract language)
  - Open to many more classifications (full list still being determined)
  - Option to request inclusion in list of classifications

## AFSCME ECONOMIC PROPOSAL—8/26/2022

- 11.1 Recognized Holidays
  - Juneteenth
  - Withdraw request for Indigenous Peoples' Day
  - New MOU for discussion re: possible future Floating Cultural Holiday as a concept
  - Keep Presidents Day
- 11.2.1 Compensation for Work Unit Holiday Closures
  - As proposed by OHSU on 7/19
- 12.1 Accrual of Vacation Time
  - OHSU's proposed extra day for first & second tiers: not accepted (apply funds to ATBs instead)
  - Faster accruals: withdrawn
- 13.1 Accrual of Sick Leave
  - 20 additional hours
  - Meet to rewrite occurrence policy with AFSCME
- 13.2 Attendance Recognition
  - As proposed by OHSU 8/26
- 14.2.4 Bereavement Leave
  - 20 hours paid
- 15.2.1 Insurance Employer Contribution
  - CCL for 88/12, okay with three separate pools of benefit dollars
- 22.1.1 Education & Training Hours
  - As proposed on 6/7
- 27.6 Work with Dangerous Materials
  - As proposed 8/26
- 27.7 Exposure to Serious Communicable Diseases
  - As proposed 8/26
- OT/ANI/Mandatory—open to discussing process in subcommittee/details to be worked out
  - 7.4 Availability of Additional Work:
    - 1.5x for less than 1.0 FTE employees
  - 9.1.2 Overtime Compensation:
    - Voluntary: 1.5x (current contract language)
    - Mandatory: 2x + \$150
  - 10.UX7 ANI: 25% or \$10/hour, whichever is greater
- Appendix A Contract Variations for Salaried Employees: as proposed by AFSCME on 7/27 except:
  - Withdraw #2 Modified Operations
  - Withdraw request for faster VAC accruals
  - Unstrike #4 Posting of Vacant Positions
  - Withdraw #9 Off Hour Shift Differential, contingent upon acceptance of department-specific LOA (below)
  - Withdraw #10(a) OT in Excess of 45 Hours, contingent upon acceptance of department-specific LOA (below)
  - Withdraw #11 On-Call, contingent upon acceptance of department-specific LOA (below)
  - Withdraw #17 Process to Move from Salary to Hourly

## **AFSCME ECONOMIC PROPOSAL—8/26/2022**

- MOU #8: Paid Family Leave: as proposed by AFSCME on 7/19, except:
  - Change OHSU's "pick-up" to 80% of total contribution (employee + employer)
  - Withdraw request for 3 weeks of PPL
- MOU #UX3 Recommendations to MBWC
  - As proposed 8/26
- LOA re: On-Call/OT/Shift for Specific Salaried Departments
  - Social Workers
  - Chaplains
  - Home Infusion Pharmacy
  
- Items not specifically in this proposal but still on the table:
  - As last proposed by AFSCME