



## 2022 RATIFICATION INFO CONTRACT HIGHLIGHTS

**Across-the-Board Wage Increases:** Pay increases of 7% in 2022, 5% in 2023 and 5% in 2024

**Ratification/Lump-Sum Bonus:** \$3,000 for 0.5 – 1.0 FTE employees, \$1,500 for 0 – 0.49 FTE employees

**Longevity Increase:** Employees eligible for longevity rate after serving five years in the same classification at the top of the pay scale, even if those years are not consecutive

**Hardship Fund:** \$100,000 per year for union to provide relief to employees for needs related to food, transportation and housing insecurity, plus \$100,000 per year for assistance with child-care insecurity

**Differentials:** Increased weekend differential: \$1.50/hour; new additional-need incentive: 30% or \$10.00/hour, whichever is greater; new float-pool differential: \$1.00/hour; expanded preceptor-pay eligibility

**Bereavement Leave:** 20 hours of paid bereavement leave per year

**Well-being Leave:** New bank of paid hours (8 per year, capped at 24 hours)

**Other Leave:** Expanded paid test/interview leave; expanded paid leave for pre-retirement counseling; new catastrophic event/emergency leave

**TriMet Pass:** First TriMet pass for new employees will now be offered at \$25.00 (other passes continue to cost only \$50.00)

**Promotions/Reclassifications:** Employees will retain original anniversary date when promoted or upwardly reclassified, so progression increases won't be adversely affected

**Education & Training Hours:** Guaranteed 24 hours of job-related training

**DEI and Anti-Discrimination Language:** New definitions; clearer process to handle complaints of discrimination and harassment; quarterly reporting on these cases

**Medical Monitoring:** Pilot program to provide a comprehensive metabolic panel, complete blood count and urinalysis for medical monitoring of pharmacists and pharmacy techs who compound hazardous drugs

**Exit Interviews:** OHSU will begin offering exit interviews to bargaining-unit employees

**Bargaining Dates:** Negotiations will begin one month earlier; first mediation session will be held one week earlier