

Aug. 22, 2022

Proposed OHSU economic package

Contract section	OHSU proposed enhancements
8.1. Across the Board Increases	4% second pay period after ratification 1% first full pay period after Jan. 1, 2023 3% first pay period after July 1, 2023 0.5% first full pay period after Jan. 1, 2024 3% first pay period after July 1, 2024
MOU: Recognition Bonus	Signing Bonus for all AFSCME represented staff: <ul style="list-style-type: none">• 0.5–1.0 FTE: \$1,000• 0–0.49 FTE: \$500
10.11 Weekend Differential	Increase weekend differential to \$1.50/hour from \$0.50.
12.1 Accrual of Vacation Time	+1 vacation day for employees in the 0–5-year tier. +1 vacation day for employees in the 6–10-year tier.
14.2.4 Bereavement Leave	20 hours of paid bereavement leave, in addition to additional unpaid leave.
10.UX7 Additional Need Incentive	Establish Additional Need Incentive, with minimum rate of 25% or \$10 – whichever is greater – payable for designated shifts four hours or longer.
10.UX4 Preceptor Pay	Increase positions eligible for \$1 preceptor differential from 14 to 50+.
11.1 Recognized Holidays	Juneteenth as floating holiday put into the contract.
15.2.1 Insurance Contributions	Starting with the 2023 plan year, allot the benefit dollars to each election as each election is made for medical, dental and vision.
Appendix A Salaried Employees	Salaried employees are eligible for contract sections on shift trades, rest between shift, and weekend differential.