



Local 328

Ratification Forum

Sept. 28 & 30





Agenda

- Ground Rules/Tech Review
- Intros
- How We Got Here (review of the last two sessions)
- Presentation of Key Articles
- Ratification Process
- Q&A



Ground Rules

Note: This forum will be recorded.

- Be respectful
- Type your questions in the Q&A (not the chat)



Introductions



How We Got Here

- On Sept. 15, OHSU came prepared to push toward settlement. We had planned to clear some proposals from the table and make small movements.
- However, management's opening proposal showed large enough movement that we decided to pursue a more aggressive path.
- Management signaled that they had a “unique window” before a potential strike started to cost them money (patient cancellations, strikebreaker costs, rescheduled elective surgeries).



How We Got Here

- We believed management had made the decision to settle and put the potential money they might have spent on a strike toward our contract instead.
- Both sides made movement and the framework of a deal started to take shape. We bargained until 4:30 a.m. on Sept. 16 but were unable to reach a deal.
- Sept. 20 was very similar and we worked through the night to get a deal, reaching a tentative agreement around 5:30 a.m. the following day.



Key Wins

Across-the-Board Wage Increases:

- 7% / 5% / 5%
- ATB raises go to every member of the bargaining unit. They are separate from your anniversary (progression) raises that happen within the quartile schedule at OHSU.
- For someone making \$50,000 a year, a 7% wage increase equals a \$3,500 increase in the first year of the contract.



Key Wins

Ratification/Lump-Sum Bonus:

- \$3,000 for FT / \$1,500 for PT
- Members working 0.5 FTE and up will receive a \$3,000 bonus and members working 0 - 0.49 FTE will receive a \$1,500 bonus
- For lump-sum payments, taxes are withheld at about 47% (this would have been the same with a payment making the ATBs retroactive)



Key Wins

Well-being Leave Bank:

- This new paid-leave bank will take effect within 120 days of ratification; employees will receive 8 hours initially
- It will accrue 8 hours per year, on the first full pay period after your anniversary (or the FFPP after hire)
- Capped at 24 hours to encourage its use,
- Protected from attendance occurrences; can be used for any purpose



Key Wins

Additional Need Incentive:

- 30% or \$10.00/hr, whichever is greater
- This new incentive will help OHSU fill shifts and reward members for taking those hours
- If a department declares a shift an ANI shift, the person taking that shift will receive the above premium; e.g., if you make \$20.00/hr, picking up an ANI shift would result in you earning \$30.00/hour for that specific shift
- This is the floor, and management can increase if necessary (or we could push them to)



Key Wins

Mandatory Shifts:

- All mandatory shifts are subject to ANI
- This means mandatory shifts will receive a 30% or \$10.00/hr premium; e.g., if you are mandatoried to work an overtime shift, you will receive 1.8x your regular rate of pay, rather than the 1.5x you currently receive



Key Wins

Education & Training Hours:

- 24 hrs of guaranteed job-related educational leave (up from 10 hrs), which can be used at the AFSCME/OHSU Career and Workplace Enhancement Center
- More free continuing education to build your career through the CWE Center



Key Wins

Preceptor Pay:

- More than tripled the classifications eligible
- Pharmacists are now included
- The new language also creates a pathway for adding additional classifications to the eligible list



Key Wins

DEI and Harassment/Discrimination Protections:

- Defines discrimination, harassment, abusive imagery, sexual harassment, bullying and workplace violence
- Better outlines the process to handle complaints of discrimination or harassment
- Lays out OHSU's responsibilities re: ensuring employees' safety from harassment, discrimination and violence
- Requires OHSU to provide our union with a quarterly report re: harassment and discrimination cases



Ratification Process

- The ratification vote will be held between Monday, Oct. 3 and Sunday, Oct. 9
- Voting will take place online and in-person (Marquam Hill campus and South Waterfront)
- Contract ratification requires a simple majority vote
- Visit linktr.ee/Local328 for links to resources and the latest news





Ratification Process

What happens if we don't ratify this TA?

- A strike date would be set
- We would return to the table
- Most importantly, nothing we won already is guaranteed
- Management could, and likely would, return to previous positions (e.g., 4%+2% / 4% / 3% ATBs)



Q & A

- Ask your questions in the Q&A, not the chat
- More questions?
 - Post a comment on the blog
 - Email bargaining@local328.org