

8.1 Across the Board Increases. The Employer shall provide across the board wage adjustments for all classified employees covered by this Agreement as follows:

- ~~3.5%~~ ~~9%~~ 3.25% effective at the start of the ~~first~~ ~~second~~ full pay period following ratification
- ~~3%~~ ~~8%~~ 3% effective the first full pay period after July 1, 2023~~0~~
- ~~3%~~ ~~8%~~ 3% effective the first full pay period after July 1, 2024~~1~~

The wages in effect for all classifications covered by this Agreement shall be set forth in the OHSU Compensation Plan, which is posted on the Employer's intranet.

8.2.2 Longevity rate. A longevity rate exists at **three percent (3%)** above the maximum of the range. Employees will be eligible for movement to the longevity rate after serving five (5) ~~consecutive~~ full years in the same classification at the range maximum. **The longevity rate shall be applied every five (5) years.**

8.3 Merit-Based Adjustments. The wage rates referenced in Section 8.1 (**Across the Board Increases**) constitute the minimum compensation levels to be provided to an employee. Nothing in this Agreement shall be construed as prohibiting the Employer from providing an employee at any time with a merit-based adjustment or lump sum bonus as determined by the Employer in its sole discretion. **An employee may at any time request a merit-based wage adjustment or lump sum bonus. An employee's top performance in their annual reviews shall be considered in the Employer's decision. The employee shall be provided with a written explanation of the Employer's decision to approve or deny the request.** The Employer will permit the Union the opportunity to recommend, through an appropriate advisory committee, criteria for the Employer's consideration of any lump sum bonus program.

8.12 Retention Bonus. In the second full period following ratification of this Agreement, the Employer will provide a one-time retention bonus for each five years of OHSU service to all bargaining unit employees hired on or before the ratification of this Agreement as follows:

- **0.75 - 1.0 FTE: \$1,000 ~~\$2,000.00~~**
- **0.5 - 0.74 FTE: \$500 ~~\$1,000.00~~**
- **0 - 0.49 FTE: \$250 ~~\$500.00~~**

Employees will be given the option to receive this bonus in the form of a cash payment or as a contribution to their 403(b) plan.

10.11 Weekend Differential. A differential of **ten percent (10%) of the employee's straight rate of pay, to a maximum of \$3.00 per hour**, ~~fifty cents (0.50) per hour~~ shall be paid to employees for all hours actually worked between 11:00 p.m. Friday through 11:00 p.m. Sunday.

10.UX4 ~~Preceptor Trainer Pay.~~ A preceptor differential shall be paid to preceptors in the amount of ten percent (10%) of the employee's straight rate of pay for each hour worked as a preceptor. The employee being trained or taught does not need to be a member of the bargaining unit. In work units that track employee productivity, time spent as a preceptor shall be counted as productive time.

~~A clinical trainer differential shall be paid to eligible clinical trainers in the following positions in the amount of \$1.00 per hour for each hour worked as a clinical trainer:~~

- ~~• Cath Lab Tech~~
- ~~• CT Tech~~
- ~~• Echo Tech~~
- ~~• Electrophysiology Radiation Tech~~
- ~~• Electrophysiology Tech~~
- ~~• Endoscopy Tech~~
- ~~• Exercise Physiologist~~
- ~~• Exercise Specialist~~
- ~~• Hybrid OR Tech~~
- ~~• IR Tech~~
- ~~• Mammographer~~
- ~~• MRI Tech~~
- ~~• Nuclear Medicine Tech~~

●—Nuclear Medicine Tech/CT Tech

●—Occupational Therapist

●—Physical Therapist

●—Physical Therapist Assistant

●—Rad Tech (inpatient)

●—Radiology Therapist

●—Respiratory Care Practitioner, Coordinator, and Discharge Planner

●—Social Worker

●—Speech and Language Pathologist

●—Surgical Services Tech

●—Ultrasound Tech

●—Vascular Tech

Employees shall not receive lead pay and clinical trainer pay.

12.1 Accrual of Vacation Time. All full-time, part-time, and relief employees employed on or after September 11, 1998 will earn the following vacation time for each hour paid up to the maximums listed below based on full time hours paid (1.0 FTE).

Until Pay Period 1 2020:

YEARS OF SERVICE	RATE PAID PER REGULAR HOUR	NUMBER OF DAYS PER YEAR	NUMBER OF HRS. PER YEAR
1st through 5th year	.0461 PER PAID HOUR	12	96
After 5th through 10th year	.0576 PER PAID HOUR	15	120
After 10th through 15th year	.0692 PER PAID HOUR	18	144
After 15th through 20th year	.0807 PER PAID HOUR	21	168
After 20th year	.0923 PER PAID HOUR	24	192

Until Pay Period 1 2023: Effective Pay Period 1 2020:

YEARS OF SERVICE	RATE PAID PER REGULAR HOUR	NUMBER OF DAYS PER YEAR	NUMBER OF HRS. PER YEAR
1st through 5th year	.05 PER PAID HOUR	13	104
After 5th through 10th year	.0615 PER PAID HOUR	16	128
After 10th through 15th year	.0731 PER PAID HOUR	19	152
After 15th through 20th year	.0846 PER PAID HOUR	22	176
After 20th year	.0962 PER PAID HOUR	25	200

Effective Pay Period 1 2023:

YEARS OF SERVICE	RATE PAID PER REGULAR HOUR	NUMBER OF DAYS PER YEAR	NUMBER OF HRS. PER YEAR
1st through 2nd 5th year	.0616 .05 PER PAID HOUR	16 13	128 104
After 2nd 5th through 5th 10th year	.0577 .0654 .0615 PER PAID HOUR	15 17 16	120 136 128
After 5th 10th through 8th 15th year	.0692 .0731 PER PAID HOUR	18 19	144 152
After 8th through 10th year	.0769 .0808 PER PAID HOUR	20 21	160 168
After 10th through 15th year	.0846 .0924 PER PAID HOUR	22 24	176 192
After 15th through 20th year	.0885 .1039 .0846 PER PAID HOUR	23 27 22	184 216 176
After 20th year	.1154 .0962 PER PAID HOUR	30 25	240 200

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MEMORANDUM OF UNDERSTANDING #19

Employees Employed Prior to September 11, 1998

All full-time, part-time, and relief employees employed prior to September 11, 1998, will earn **0.1077** ~~0.1154~~ hours of vacation time for each hour paid ~~the following vacation time for each hour paid~~ up to a maximum of **224** ~~240~~ hours per year ~~the maximums listed below~~ based on full-time hours paid (1.0 FTE).:

~~After 15th through 20th year: at 0.962 for each hour paid up to a maximum of 200 hours per year.~~

~~After 20th year: at 0.1077 for each hour paid up to a maximum of 224 hours per year.~~

AFSCME LOCAL 328

OREGON HEALTH & SCIENCE UNIVERSITY

By: _____

By: _____

Date: _____

Date: _____

23.8 Transmissions to Union. All notices **of job reclassification or** of pre-discharge hearings, suspension, pay reduction, demotion, final written warning, **unpaid leave** and discharge shall be delivered to the Union electronically on the same day that the employee is notified. In the event that the Employer fails to provide notification as discussed above, the Union will promptly notify the Employer of such failure as soon as the Union becomes aware of it. Should the Employer fail to notify the Union of a pre-discharge meeting, the Union may request the meeting be rescheduled in order to secure union representation for the employee. In such event, the meeting will be rescheduled pursuant to Article 23.4, as if the Union received notice on the day that the Union provides notification to the Employer. Should the Employer fail to notify the Union of suspension, pay reduction, demotion, final written warning and discharge, timelines shall be suspended pending union notification to the Employer.

MEMORANDUM OF UNDERSTANDING #7

~~Services for Employees Whose Speak Primary Language is Not English As a Second Language or Who Speak ASL~~
~~Interfaith Locations, Interpreting Services, Safety Training, Translated Document and Gender Neutral Restrooms~~

AFSCME Local 328 (“Union”) and Oregon Health & Science University (“Employer”) hereby agree as follows: **on the importance of providing translations and interpreting services to employees whose speak primary language is not English as a second language or who speak ASL. As such, the Union and the Employer agree on the following:**

~~1. Interfaith locations. Designated interfaith locations for prayer and meditation are posted on O2.~~

- 1. Translations Page in Collective Bargaining Agreement: Prior to the final formatting and packaging of this Agreement, the parties shall develop together verbiage explaining where to access translated copies of **key articles in** the Agreement on the Union’s website, ~~as well as how to request translation of other parts of the Agreement as needed.~~ During the final formatting and packaging of this agreement, this verbiage shall be translated into the five languages other than English most used by bargaining unit employees. ~~Amharic, Bosnian, Burmese, Oromo, Russian, Spanish, Tagalog, Tigrinya, Ukrainian and Vietnamese.~~ A page announcing**

containing the translated versions of the agreed-upon verbiage shall appear in the agreement before the table of contents.

- 2. Translated Copies of Key Articles in this Agreement: After the Union and the Employer review and agree to the cost of translation, the Union will arrange to have key articles of this Agreement translated into the above languages, to be posted on the Union website. The Employer agrees to pay fifty percent (50%) of the cost of these translations. The Union is solely responsible for ensuring that the translated key articles of this Agreement replicates the language and intent of the English-language version of the Agreement. Grievances shall be based on and arbitrated using the English-language version of the Agreement.**
- 3. Interpreting Services: –When notifying an employee of an investigatory or grievance meeting, the Employer will reference, in writing, the availability of interpreting services Upon the an employee’s request, The employee will submit such a request as far in advance as possible. †The Employer will provide the requested interpreting services at the an investigatory or grievance meeting and the meeting will be rescheduled for a reasonable time if the-requested interpreting services are unavailable.** Unless otherwise requested by the employee, these interpreting services will be provided only by the Employer’s Language Services Department or an outside vendor selected by the Employer. ~~The employee will submit such a request as far in advance as possible.~~

4.—~~Safety~~ ~~Trainings~~:- The Employer will ~~continue its~~ **make** efforts to make **Compass and other trainings, especially those regarding safety, training** understandable for employees **whose speak primary language is not English.** ~~, including employees not fluent in English.~~

5.6. Translations and Interpreting Services Committee: Within ninety (90) days of ratification of this Agreement, the parties shall form a joint committee to develop solutions on how to better serve employees whose primary language is not English. The committee shall include a minimum of six (6) union representatives and shall include stakeholders who work closely with the employee groups the parties strive to make improvements for. Bargaining unit employees will be paid for participation in these committee meetings.

6.5. Translated Information O2 Page: document. As part of the work of the above committee, ~~t~~The Employer agrees to **develop, within one hundred and eighty (180) ninety (90) days of the ratification of this Agreement, an O2 page containing translated information in the above languages** ~~prepare a single page document that provides translated information~~ on how to access **information about and services from key the following departments, including but not limited to: Affirmative Action and Equal Opportunity, Environmental Health and Safety, Career and Workplace Enhancement Center, Center for Diversity and Inclusion, Confidential Advocacy Program, Employee Assistance Program, Human Resources (including Benefits), Integrity, Occupational Health, Ombuds, Payroll, and Public Safety.,**

~~Transportation and Parking. This page shall also include information on how employees can request interpreting services when they need to speak with these departments, as well as how to connect with the labor unions and employee resource groups at OHSU. Human Resources (including Benefits and Retirement), union-representatives, AAEO, Integrity Office, the Center for Diversity and Inclusion and other OHSU offices as space allows. The document will be translated into Spanish, Russian, Serbo-Croatian, Chinese (Mandarin) and Amharic and will be posted on O2.~~

~~6. Gender Neutral Restrooms. If an employee has concerns about accessing restrooms that provide appropriate safe space, the employee should contact his/her manager or HR Business Partner. Up to \$3000 will be available for signage in suitable locations.~~