

HOUSE OFFICERS ARE STRONGER TOGETHER

- CONTRACT HIGHLIGHTS -

By coming together to form the House Officers Union (HOU, also known as AFCSME Local 4820), residents at OHSU have been able to negotiate for significant gains in our first contract. We have big plans for the future, and together, we can make OHSU an even better place to work.

Topic	Before the union	Protected in our contract
Vacation	Variable. As little as two weeks, depending on department	Four weeks for everyone.
Housing stipend	None	\$2,100 in Academic Year 2021-2022
Relocation reimbursement	None	\$1,000
Raises	GMEC decision, based historically on the median point of the ACGME pay scale	Predictable and stable, at least 2.5% in Academic year 2021-2022
Equipment/educational materials reimbursement	Various department amounts, ranging from \$0-\$4k annually	\$750 minimum in Academic year 2021-2022, a \$250 increase over last year, no change to department amounts if higher
Health Insurance	Same options as other OHSU employees, determined by Employee Benefits Council	No change to current benefits; One (1) voting seat on the existing EBC
Discipline and Discharge	At-will employment, OHSU had full authority	Progressive discipline, no termination without just cause, transparent processes for both academic and non-academic discipline
Workplace issues	Various committees	Addition of Labor-Management Committee, transparent grievance process with a union representative and binding arbitration
Voice at work	House Officers Association made recommendations to management, with mixed results	Regular labor-management committee meeting, legally binding collective bargaining process

But How Much Does it Cost?

Like any union, HOU is only as strong as its membership. We can protect the gains we've made and make even bigger improvements in the future, but only if we stand together. The more of us join our union, the more power we have. Joining comes with a cost, but when you consider what we've already gained by forming a union, the choice is clear.

Dues rate: 1.27%

Average monthly cost to an HOU member: \$68

Increase in average monthly rate of compensation: 7%

Total increase in average monthly compensation: \$396