



	Status Quo	RWU 10/2/2025 Proposal	OHSU's 10/28/25 Proposal
Wages	<ul style="list-style-type: none"> • Annual raise determined by employer with no input from employees or managers. • No guaranteed raise 	<ul style="list-style-type: none"> • Guaranteed raises in a progressive manner • Across the board (ATB) increase of 2% to 5.5% - lifting up the lowest paid researchers • Annual retention increase of 4% in addition to ATB increases. • Addressing issues regarding the Asst Staff and Staff Scientist and TI Sr Clinical Research Associate Pay • <i>5% Differential Pay for bilingual researchers</i> 	<ul style="list-style-type: none"> • Across the board increases: <ul style="list-style-type: none"> ○ Year 1: 3% ATB or \$1/hour, whichever is higher. Minimum wage of \$20/hour ○ Year 2: 2% ATB, minimum wage of \$21/hour ○ Year 3: 2% ATB, minimum wage of \$22/hour • New pay ranges (mostly keeps status quo, minority of members might see pay increase slightly when placed on new scale) • Ratification bribe bonus of \$750 for >0.5FTE or \$200 for <0.5FTE employees if ratified without a strike AND OUR ULP IS WITHDRAWN • <i>5% Differential Pay for bilingual researchers</i>
Benefits	<ul style="list-style-type: none"> • All Benefits subject to change at any time by OHSU 	<ul style="list-style-type: none"> • Benefits cannot change without negotiation with union 	

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Insurance	<ul style="list-style-type: none"> ● 88% coverage for dependents on all plans, except high deductible plan, which has 97% coverage for dependents. ● Domestic partners not guaranteed to be covered - OHSU tried to take this away last year 	<ul style="list-style-type: none"> ● <i>100% coverage for dependents on EPO plan</i> ● <i>Domestic partners guaranteed to be covered</i> ● Defined annual budget for the employee benefits council that covers the cost of maintaining previous year's plan (co-pay, deductible, out-of-pocket max, etc). ● Addition of National health plan so that remote workers outside of Oregon can easily use their health benefits ● List of mandatory coverage to ensure our members can access the care they need 	<ul style="list-style-type: none"> ● <i>100% coverage for dependents on EPO plan</i> ● <i>Domestic partners guaranteed to be covered</i> ● Annual budget to EBC by April 1st, no guarantees that premiums, out of pocket max, deductibles won't increase each year ● Making improvements to existing Aetna national health plan to address access and administrative burdens for remote workers ● No mandatory coverages
Retirement	<ul style="list-style-type: none"> ● Hired pre-July 1, 2017: 12% ● Hired post-July 1, 2017: 6% employer, up to 6% match 	<ul style="list-style-type: none"> ● <i>Ensures status quo levels of benefits, including for employees hired before July 1, 2017.</i> ● <i>Adds pre-retirement counseling</i> 	<ul style="list-style-type: none"> ● <i>Ensures status quo levels of benefits, including for employees hired before July 1, 2017.</i> ● <i>Adds pre-retirement counseling</i>
Paid Time Off	<ul style="list-style-type: none"> ● Cash out 80 hours PTO at 50% (i.e. 40 hours max) when leaving OHSU ● Access EIB after 40 hours PTS 	<ul style="list-style-type: none"> ● Cash out 160 hours of PTO when leaving OHSU ● Access EIB after either 16 hours (2 consecutive days) of PTS, 40 hours of non-consecutive hours of PTS, or has no PTO hours in their bank 	<ul style="list-style-type: none"> ● No changes to status quo

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Reclassification	<ul style="list-style-type: none"> • Only manager can initiate reclassification • No guaranteed raise 	<ul style="list-style-type: none"> • Establishing an employee initiated reclassification process • Minimum 5% raise upon reclassification 	<ul style="list-style-type: none"> • Only manager can initiate reclassification • Minimum 3% raise upon reclassification • Changing reclassifications to promotions and requiring job bid to entire lab/work group if a researcher will be promoted.
PI Eligibility	<ul style="list-style-type: none"> • Very limited and hard to get approval 	<ul style="list-style-type: none"> • Defined procedure for applying for eligibility with requirements for a detailed explanation if denied. 	<ul style="list-style-type: none"> • Not addressed
Hours of Work	<ul style="list-style-type: none"> • No premium pay 	<ul style="list-style-type: none"> • <i>Premium pay for non-exempt employees when working on designated holiday and when called back to the worksite with short notice.</i> 	<ul style="list-style-type: none"> • <i>Premium pay for non-exempt employees when working on designated holiday and when called back to the worksite with short notice.</i>
Career Development	<ul style="list-style-type: none"> • No universal career development policy. Left to departments/ institutes. Inequitable across OHSU 	<ul style="list-style-type: none"> • <i>16 hours of dedicated career development time each year</i> • <i>Counseling on how to progress in your classification series</i> • <i>Paid time for licensure and certification at discretion of department (ensuring that members who currently have access to this will continue to have access)</i> • <i>Time spent at educational or training function is paid time, without using the career development hours</i> 	<ul style="list-style-type: none"> • <i>16 hours of dedicated career development time each year</i> • <i>Counseling on how to progress in your classification series</i> • <i>Paid time for licensure and certification at discretion of department</i> • <i>Time spent at educational or training function is paid time, without using the career development hours</i>
Hardship Fund	<ul style="list-style-type: none"> • No hardship fund 	<ul style="list-style-type: none"> • \$60K each year to help members facing food, housing, or childcare insecurity 	<ul style="list-style-type: none"> • No hardship fund