

APU Reaches Tentative Agreement



Two years ago, we embarked on a remarkable journey driven by ambition, aspiration, and hope. After **multiple** exchanges with OHSU, our landmark **tentative agreement** represents the best settlement possible. The wins highlighted below include economic and workload language that is unprecedented for APPs at OHSU.

Through persistence, creativity, and a steadfast belief in ourselves, we built a foundation of professional agency and opportunity. We have affirmed our voice, our value, and our place as vital partners with OHSU while also keeping our gaze toward the future. More details on the contents of our tentative agreement will come out shortly. We are grateful for your support. This tentative agreement will be voted on by the membership at a future date.

Your Bargaining Team is recommending a “yes” vote.

You said this was important & we made OHSU listen!

- 30% base-to-base wage increase in most starting salaries
- Historic pay increase for Academic APPs
- Guaranteed 3% COLA annually AND an annual YOE raise, APPs have never had guaranteed COLA at OHSU
- \$7,000 ratification bonus
- Weekend differential of 10% and night differential of 15%
- 1.5x pay for holidays and extra shifts and sessions
- Annual maximum clinical hours of 1577-1792, unprecedented for salaried employees in healthcare and OHSU
- Guaranteed Indirect Patient Care time up to 8 hours/week for ambulatory APPs
- Contractually protected current OHSU retirement contributions and vesting schedules.
- Contractually protected PTO and EIB accruals and guaranteed access to this benefit

Vote Yes.



Other Wins for APU

- 10% salary increase for promotion to Associate Professor, 5% increase for promotion to Professor
- 15% faculty pursuit time for academic APPS
- Additional faculty workload credit for undergraduate academic faculty
- Workload committees in every department to create sustainable policies for unique patient care areas
- Maintained Paid Parental Leave benefits
- Up to \$5,000 in professional development funds and time off per department discretion
- \$3,500 lead pay differential, with protected time for lead duties
- \$40/month cell phone stipend
- Contract language upholding clinical salaries for APPs in some split clinical/academic roles
- 100% reimbursed for licensure and certifications required to practice in their position at OHSU
- \$150 on-call stipend AND 1.5x straight rate if they are activated to come into work from call or if work from home is one (1) hour or longer
- \$3,000/year APP bilingual proficiency bonus
- Contractualized status quo of existing cost-sharing of insurance premiums

SALARY TABLES

Clinical APPs*

All clinical APPs not captured to the right (including VV-IC)					Critical Care, Emergency (Acute, Obs, <i>not</i> VV-IC), CNM, Nocturnists, APPs in Dept of Psychiatry				
YOE		3%	3%	% INC	YOE		3%	3%	% INC
	CY1	CY2	CY3			CY1	CY2	CY3	
0-1	\$151,632	\$156,181	\$160,866		0-1	\$162,427	\$167,300	\$172,319	
1-2	\$157,697	\$162,428	\$167,301	4.00%	1-2	\$168,924	\$173,992	\$179,212	4.00%
2-3	\$162,428	\$167,301	\$172,320	3.00%	2-3	\$173,992	\$179,212	\$184,588	3.00%
3-4	\$167,301	\$172,320	\$177,490	3.00%	3-4	\$179,212	\$184,588	\$190,126	3.00%
4-5	\$170,647	\$175,766	\$181,039	2.00%	4-5	\$182,796	\$188,280	\$193,928	2.00%
5-6	\$174,060	\$179,282	\$184,660	2.00%	5-6	\$186,452	\$192,045	\$197,807	2.00%
6-7	\$177,541	\$182,867	\$188,353	2.00%	6-7	\$190,181	\$195,886	\$201,763	2.00%
7-8	\$179,317	\$184,696	\$190,237	1.00%	7-8	\$192,083	\$197,845	\$203,780	1.00%
8-9	\$181,110	\$186,543	\$192,139	1.00%	8-9	\$194,003	\$199,823	\$205,818	1.00%
9-10	\$182,921	\$188,409	\$194,061	1.00%	9-10	\$195,943	\$201,822	\$207,876	1.00%
10-11	\$184,750	\$190,293	\$196,001	1.00%	10-11	\$197,903	\$203,840	\$209,955	1.00%
11-12	\$186,598	\$192,196	\$197,961	1.00%	11-12	\$199,882	\$205,878	\$212,055	1.00%
12-13	\$188,464	\$194,117	\$199,941	1.00%	12-13	\$201,881	\$207,937	\$214,175	1.00%
13-14	\$190,348	\$196,059	\$201,940	1.00%	13-14	\$203,899	\$210,016	\$216,317	1.00%
14-15	\$192,252	\$198,019	\$203,960	1.00%	14-15	\$205,938	\$212,117	\$218,480	1.00%
15-16	\$194,174	\$199,999	\$205,999	1.00%	15-16	\$207,998	\$214,238	\$220,665	1.00%
16-17	\$196,116	\$201,999	\$208,059	1.00%	16-17	\$210,078	\$216,380	\$222,872	1.00%
17-18	\$198,077	\$204,019	\$210,140	1.00%	17-18	\$212,179	\$218,544	\$225,100	1.00%
18-19	\$200,058	\$206,060	\$212,241	1.00%	18-19	\$214,300	\$220,729	\$227,351	1.00%
19-20	\$202,058	\$208,120	\$214,364	1.00%	19+	\$216,443	\$222,937	\$229,625	1.00%

- Non-Faculty Clinical Associates would receive a 10% differential on top of the above salaries

Academic APPs*

Instructor				
Time In Rank		3%	3%	% INC
	CY1	CY2	CY3	
0-1	\$125,798	\$129,572	\$133,459	
1-2	\$127,370	\$131,192	\$135,127	1.25%
2-3	\$128,963	\$132,831	\$136,816	1.25%
3-4	\$130,575	\$134,492	\$138,527	1.25%
4-5	\$132,207	\$136,173	\$140,258	1.25%
5-6	\$133,859	\$137,875	\$142,011	1.25%
6-7	\$135,533	\$139,599	\$143,787	1.25%
7-8	\$137,227	\$141,344	\$145,584	1.25%
8-9	\$138,942	\$143,110	\$147,404	1.25%
9-10	\$140,679	\$144,899	\$149,246	1.25%
10-11	\$142,437	\$146,711	\$151,112	1.25%
11-12	\$142,437	\$146,711	\$151,112	0.00%
12-13	\$142,437	\$146,711	\$151,112	0.00%
13-14	\$142,437	\$146,711	\$151,112	0.00%
14+	\$142,437	\$146,711	\$151,112	0.00%

Assistant Professor (Masters & Doctoral)				
Time In Rank		3%	3%	% INC
	CY1	CY2	CY3	
0-1	\$149,437	\$153,920	\$158,538	
1-2	\$151,305	\$155,844	\$160,519	1.25%
2-3	\$153,196	\$157,792	\$162,526	1.25%
3-4	\$155,111	\$159,765	\$164,558	1.25%
4-5	\$157,050	\$161,762	\$166,614	1.25%
5-6	\$159,013	\$163,784	\$168,697	1.25%
6-7	\$161,001	\$165,831	\$170,806	1.25%
7-8	\$163,013	\$167,904	\$172,941	1.25%
8-9	\$165,051	\$170,003	\$175,103	1.25%
9-10	\$167,114	\$172,128	\$177,291	1.25%
10-11	\$169,203	\$174,279	\$179,508	1.25%
11-12	\$169,203	\$174,279	\$179,508	0.00%
12-13	\$169,203	\$174,279	\$179,508	0.00%
13-14	\$169,203	\$174,279	\$179,508	0.00%
14+	\$169,203	\$174,279	\$179,508	0.00%

Professor				
Time In Rank		3%	3%	% INC
	CY1	CY2	CY3	
0-1	\$195,100	\$200,953	\$206,982	
1-2	\$197,539	\$203,465	\$209,569	1.25%
2-3	\$200,008	\$206,008	\$212,188	1.25%
3-4	\$202,508	\$208,583	\$214,841	1.25%
4-5	\$205,039	\$211,191	\$217,526	1.25%
5-6	\$207,602	\$213,831	\$220,245	1.25%
6-7	\$210,197	\$216,503	\$222,998	1.25%
7-8	\$212,825	\$219,210	\$225,786	1.25%
8-9	\$215,485	\$221,950	\$228,608	1.25%
9-10	\$218,179	\$224,724	\$231,466	1.25%
10-11	\$220,906	\$227,533	\$234,359	1.25%
11-12	\$220,906	\$227,533	\$234,359	0.00%
12-13	\$220,906	\$227,533	\$234,359	0.00%
13-14	\$220,906	\$227,533	\$234,359	0.00%
14+	\$220,906	\$227,533	\$234,359	0.00%

*Undergraduate academic APPs: 5% less than charts above