Appendix A – Wages: PHHH Proposal 08.10.2023
RNs – 8/10/23 morning proposal

Other Clinicians

Year 1
- Add 3% to current base hourly rate and place on nearest step on wage grid at or above that amount

Year 2
- 3% ATB
- First full pay period in January 2024 – if below appropriate step based on years of experience move up one step
- First full pay period in July 2024 – if below appropriate step based on years of experience move up one step

Year 3
- 3% ATB
- First full pay period in January 2025 – if below appropriate step based on years of experience move up one step
- First full pay period in July 2025 – if below appropriate step based on years of experience move up one step

Note: This is in addition to normal annual step progression.

Plus:
- Retroactive Pay lump sum for RNs (including CWONs), less applicable withholdings, from January 1, 2023 through the pay period that includes ratification. Payment of this bonus is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification. Retro pay elements will include those listed in the table below.
  - Admin Leave Paid
  - Bereavement
  - Callback/ Callback OT
  - Callback Minimum & OT
  - Company SickSafe
  - Education Inservice
  - Education Leave
  - Education Mandatory/ OT
  - Education Outside
  - Education Training/ OT
  - Holiday Worked OT
  - Jury Duty
  - Meetings/ OT
  - Orientation/ OT
  - Overtime Base including daily
  - PTO
  - Regular Time
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- Retroactive Pay lump sum for those clinicians who were certified as bargaining unit members on April 24, 2023, as follows: apply 3.0% to wages based on hours worked from April 24, 2023, through the pay period that includes ratification, less any applicable withholdings. The bonus will be paid no later than the fourth pay period following ratification. Payment of this bonus is contingent upon the caregiver being actively employed at the time of ratification and at the time of payment. Payment will be made within 4 pay periods following ratification.

Incentive Pay move from $18/hr to $20/hr

Appendix B – Certification, RCAP, and Clinical Ladder: PHHH Proposal 08.10.2023

RCAP and SWCAP – $6240 annual 1.0 FTE (pro-rated by FTE) frequency of payment TBD

Social Worker Bonus Payment Structure TBD

G.2 it is understood there is no pyramiding


RCAP language - TBD

C. Reject hours compensated through third parties

I. Reject “will not material change” language

I.c: Accept revisions: - ok calling it Paid Leave Oregon

Ok changing from to “waiting period” in Section I.b

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Standard waiting period (can use PTO hours) and may be compensated through Paid Leave Oregon</th>
</tr>
</thead>
</table>

F. Scheduling. Clinicians’ PTO requests will not be denied based on overlapping PTO requests of clinicians who, in management’s discretion, may not cover their work or visits. PTO approvals over and above the maximum number of clinicians off will be considered by managers on an individual basis with consideration for patient care needs.

Plus:
- Year 1: 12 hours loaded into PTO bank (pro-rated per FTE status)
- Year 2: 12 hours loaded into PTO bank (pro-rated per FTE status)
- Year 3: 12 hours loaded into PTO bank (pro-rated per FTE status)

Article 8 – Health and Welfare: PHHH Proposal 06.27.2023

Article 19 – Duration and Termination: Three Year Agreement

Letter of Agreement on Productivity: PHHH Proposal 08.10.2023

MOU Workforce Scheduling Committee: PHHH Proposal 08.10.2023-2

ONA to withdraw all pending ULP charges and Grievances

NOTE: These supposals are presented as a package, and must be accepted or rejected as a whole. These economic supposals are contingent upon (1) ratification of the full CBA no later than August 21, 2023 and (2)
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that there be no work stoppage by the bargaining unit prior to ratification. If this comprehensive supposal is not ratified by August 21, 2023, or if there is a work stoppage prior to ratification, this economic package will be considered to have been rejected and the PHHH reserves the right to revert to its prior proposals.