

# WINNING FOR OURSELVES, OUR PATIENTS, AND OUR COMMUNITY

At OHSU:	Organized House Officers Have Negotiated and Won:
<ul style="list-style-type: none"> <li>Salaries are subject to change without our input.</li> </ul>	<ul style="list-style-type: none"> <li>Peace of mind through defined salary scales and 1-6% raises, which are secured annually through contracts.</li> </ul>
<ul style="list-style-type: none"> <li>We have benefits barreling towards the bottom, with high-deductible insurance and no stipends for childbirth costs.</li> </ul>	<ul style="list-style-type: none"> <li>A say about changes to health care and benefits.</li> </ul>
<ul style="list-style-type: none"> <li>There are no consistent standards for scheduling.</li> <li>We are only eligible for fifteen days of annual paid vacation.</li> <li>After working one year, we have 3 weeks of paid parental leave</li> </ul>	<ul style="list-style-type: none"> <li>Fair scheduling, with caps on hours and days worked in a row, on-call scheduling rules, and advance notices for scheduling.</li> <li>Four weeks of paid vacation.</li> <li>Up to four weeks of paid parental leave.</li> <li>Safer conditions for pregnant residents.</li> </ul>
<ul style="list-style-type: none"> <li>We have a seat but not bargaining power.</li> </ul>	<ul style="list-style-type: none"> <li>A real voice at work through contract language to set up labor management committees as well as the ability to negotiate consensus agreements in departments when the contract is in place.</li> </ul>
<ul style="list-style-type: none"> <li>No allowances are set in stone.</li> <li>There are no housing stipends in one of America's most competitive housing markets.</li> <li>We get \$8 for shifts lasting more than 12 hours.</li> </ul>	<ul style="list-style-type: none"> <li>Contract language that protects the training allowances we currently receive.</li> <li>As much as \$1,133.92/month in housing allowances.</li> <li>Meal allowances ranging from \$120/month to \$250/month and in some contracts from \$15-\$25/day.</li> <li>Home Call Stipends from \$900 to \$1,150.</li> <li>Resident Childcare Funds.</li> </ul>
<ul style="list-style-type: none"> <li>The final say about our grievances rest on the whim of the Provost.</li> </ul>	<ul style="list-style-type: none"> <li>Fair and independent grievance procedures with Arbitration clauses or seats on Grievance Committees.</li> </ul>

House officers are stronger together when they ORGANIZE. That's why house officers are coming together with over 7,000 OHSU workers and AFSCME Council 75!

