

What the Union has Already Won for OHSU Researchers



	Status Quo	Tentatively Agreed with OHSU
Job Security These are in effect as of 5/7/25 through MOU	<ul style="list-style-type: none"> • Annual contracts – any researcher could be terminated on June 30th for any reason • Not automatically eligible for unemployment insurance • No preferential re-hiring of laid off researchers 	<ul style="list-style-type: none"> • We are permanent employees – no more annual contracts! • 60 day notice of layoff required. • Eligible for unemployment insurance if laid off • Preferential hiring list to ensure laid off researchers get first shot at eligible position
Discipline	OHSU HR issues final decisions in disputes, without policies specific to researchers	<ul style="list-style-type: none"> • Clear procedures for addressing violations of our union contract, once ratified • RWU members have right to union representation at all stages of grievance procedure • Right to appeal to neutral 3rd party arbitrator as final decision maker
Health & Safety	OHSU unilaterally set and enforced health and safety standards.	<ul style="list-style-type: none"> • Protections for working with dangerous materials • Protections for researchers who refuse to perform unsafe work • No employee will be asked to pay out of pocket costs for exposure to serious communicable disease
Who can be in the Union?	Not all Research Workers were included as bargaining unit members when the union was certified in May 2024	<ul style="list-style-type: none"> • Staff Scientists, Research Project Managers are in our union! • No “supervisors” have been excluded from union so far
Non-Discrimination	Existing reporting systems are understaffed, tilted in favor of managers.	<ul style="list-style-type: none"> • Non-discrimination article ensures that a researcher can file a grievance through the union in addition to existing avenues at OHSU if they experience discrimination, harassment or bullying.