

Kaiser Permanente Northwest Region Oregon Federation of Nurses and Health Professionals Professional Employees Professional Precepting Differential

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses and Health Professionals (“Union” or “OFNHP, Local 5017”) (collectively, “the parties”) are signatories to a collective bargaining agreement (“CBA”). The parties hereby agree to the following Letter of Agreement, intended to facilitate and implement precepting work under the OFNHP Pro Contract.

AGREEMENT

The parties, Kaiser Permanente Health Plan (Management) and Oregon Federation of Nurses and Health Professionals (OFNHP), agree to the following:

That the grid below represents precepting and non-precepting tasks.

Precepting	Not Precepting
Teaching new, non-standard, or specialty skills to a co-worker	Orienting a new-hire to non-clinical job duties
Teaching a Kaiser care provider outside your job classification	Shadowing by a new hire without a teaching component
Teaching skills which are based on relevant Board Certification	Supervisory duties (e.g. administering discipline)
Remediating a co-worker as part of a documented assignment (e.g. ADA)	Administrative duties (e.g. making schedules)

- Precepting work occurs when employee’s precept other employees, consistent with the grid above.
- Precepting work will be eligible for compensation by differential per the OFNHP Pro CBA.

It is further agreed that:

- Employees will be assigned to work as preceptors by their local health plan manager. Compensation via the bargained differential for precepting hours will be submitted in the usual departmental specific fashion (Time, Tort, Lightning Bolt etc.)
- Teaching duties, which do not involve an active employee, but instead involve a student, intern, resident or fellow will have held time on their schedule.
 - Shadowing / Pre-professional Student Experience: no held time. (Student to arrive before clinic for orientation.)
 - Clinic based professional student learners (MD/DO/PA/NP/CNM, etc. programs) with employee on set template/ outpatient clinics:
 - 15 minute held time for orientation Day One (orient to space, team, location of equipment, goals, and expectations for rotation.
 - Typical face to face clinic day – hold 30 minutes on preceptor schedule (40 min for Rehab) per ½ day for oversight/supervision (mix of phone/face to face appointment.
 - Non- templated professional student supervision: (e.g. Urgent Care, Emergency Departments, In-patient departments, Labor and Delivery (L&D), etc.)
 - Preceptor will be allowed to decrease “quota” expectations to allow safe supervision of student work. Reasonable decrease quotas include:
 - ER, L&D, etc. – allow preceptor to decrease shift quota by 2 patients per shift to allow supervision of student work.
 - UCC – have student work off preceptor schedule. Hold two slots per ½ day on schedule for preceptor supervision.
 - Labor and Delivery: decrease quota by 1 patient per shift as safe and reasonable for team
 - For hospital and hospital based surgical services: preceptor will be excused from “floor duty” for 30 minutes midday (after meal break of shift) to allow review of day and care plan with student and manage supervision.
- This agreement shall be non-precedent setting.
- This agreement shall be reviewed during each bargaining cycle and will be renewed upon mutual agreement of both parties.

Agreed:

Jodi Barschow

Jodi Barschow
President
OFNHP, Local 5017

04/14/2022
Date

Wendy Watson

Wendy Watson
Chief Operating Officer
Kaiser Permanente

4/21/2022

Date

Justin McGowan

Justin McGowan
Senior Director
Labor Engagement Strategy
Kaiser Permanente

4/20/2022

Date

Samuel Hayden

Samuel Hayden
Senior ELR Consultant
Kaiser Permanente

04/20/2022

Date