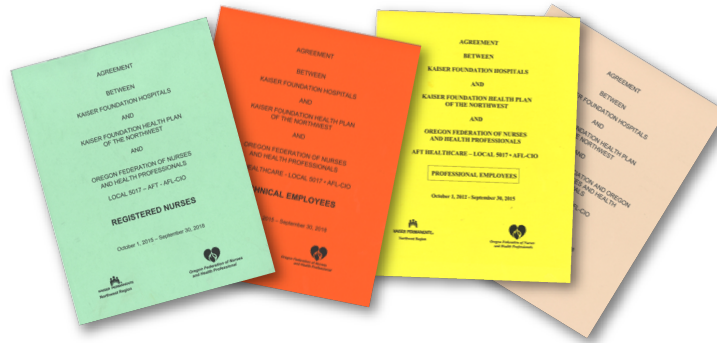


TENTATIVE AGREEMENT SUMMARY

A PROCESS FOR CREATING APPROPRIATE STAFFING & BACKFILL

This language will become an LOU in the ONA, PRO, RN, and TECH contracts.



The Tentative Agreement on staffing effectively moves the language from National Agreement sections 1.F.1, 1.F.2, and Exhibit 1.F into our local contracts and gives OFNHP members the ability to enforce them using our grievance procedures.

The new process dramatically improves our right to create adequate core staffing and backfill, and includes the following obligations:

- **Direct negotiations:** Joint Staffing will be removed from the Issue Resolution process and will be completed in formal committees including OFNHP members, OFNHP organizers, and management.
- **Firm Timelines:** Labor and management are required to meet once every two weeks, and the entire Joint Staffing process must be completed within 120 days.
- **Based on Patient Care Criteria:** Section 1.F.2 in our National Agreement describes Patient Care Criteria including patient acuity, staff mix, number of staff, and membership growth. Our new agreement says these criteria will be used for establishing appropriate core staffing.
- **Backfill Quantification:** Exhibit 1.F includes a backfill calculator that requires KP to calculate all of our contractual leave time in each department and to provide replacement staff for core employees based on this calculation.
- **Enforceability:** This agreement is a Letter of Understanding appended to our local Collective Bargaining Agreements, which means we can use our grievance procedure to enforce it.