



Oregon Federation of Nurses and Health Professionals, Local 5017, AFT/AFL-CIO

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(OFN)

April 21, 2008

**RECEIVED**

Creighton Young  
Human Resource Department  
Kaiser Permanente  
500 N.E. Multnomah  
Portland, OR 97232

**APR 23 2008**

**HUMAN RESOURCES  
KPB - 13**

### Letter of Agreement

Subject: Overtime Calculation for Coordinator Hospice/Palliative Care, Inpatient Nurses

Dear Mr. Young:

There is a need to put in place specific language to determine when overtime will be paid for Inpatient Hospice and Palliative Care Nurses. The Union proposes the following:

Inpatient Hospice and Palliative Care Nurses shall be paid at the rate of one and one-half (1.5) times the straight-time hourly rate for all hours worked in excess of forty (40) hours per week.

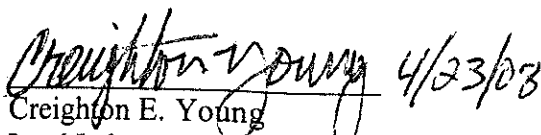
The expectation is that Hospice and Palliative Care Nurses will have the ability to flex their daily schedules depending on the needs of patients (e.g. if the nurse spends 10 hours on Monday with a patient or family, they might only work 6 hours on Tuesday or another day following depending on patient caseload). In other words, overtime is compensated when the week exceeds forty (40) hours. Daily and consecutive day overtime is waived.

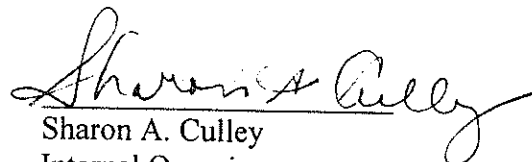
If you agree with the above, please indicate by signing in the space provided below and return one signed copy of this letter to my attention.

#### Agreed

For the Employer:

For the Union:

  
Creighton E. Young  
Lead Labor Relations Consultant  
Kaiser Permanente

  
Sharon A. Culley  
Internal Organizer  
OFNHP 5017