

165035

KAISER PERMANENTE NORTHWEST REGION
AND
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS
PROFESSIONAL EMPLOYEES

Letter of Understanding

Affiliated Clinician Schedule Adjustment Process/Rules

1. The Union will have a designated steward or Affiliated Clinician (AC) representative from each clinic and a member of the Union's bargaining team present to work jointly with Management to adjust AC work schedules. Should these individuals not reach agreement on adjusting a work schedule(s) the issue will be directed to the Labor and Management Bargaining Teams for resolution.
2. An extended hour work shift is defined as a shift in Primary Care scheduled to end at 7:00 PM.
3. Scheduling will take into consideration adequate MD supervision of Affiliated Clinicians in regards to scope of practice.
4. Regional seniority is the only seniority that is recognized. *Contrary to Pro Agreement*
5. AC's will be scheduled for extended hour shifts during the week consistent with the guideline to meet the weekday Urgency Care obligation, as outlined in the Professional Bargaining Agreement.

AC's working .65 FTE (26 hours weekly coding) or greater will work one extended hour shift each week.

AC's working less than .65 FTE (26 hours weekly coding) will work one extended hour shift every other week.
- ▷ Any additional shifts will be filled on a voluntary basis.
6. If additional PM appointments are added to AC's extended hour schedules they will receive an additional 20 minutes pay, per each appointment.
7. Schedules will be posted a minimum of 6 weeks in advance.
8. Extended hour shifts will be scheduled only at the employee's home clinic. For AC's whose UCC hours are not part of their current coding and they choose to upcode, they may be obligated to work the additional hours at other than their home clinic.
9. Management will adhere to a consistent process in creating AC scheduling templates.

- 10. AC's who work extended hour shifts that that don't qualify for evening shift differential will be paid a \$5/hour premium, in addition to their regular pay. AC's who work extended hour shifts that qualify for an evening shift differential will be paid a \$2/hour premium, in addition to their regular pay.

Addendum:

The bargaining teams would also like to highlight the following contract language. Although this does not apply directly to the schedule adjustment process there was concern it was not being followed consistently.

Per the contract Article 5, Section G (2), "Nurse Practitioners and Physician Assistants working mandatory weekend shifts have a regular weekday shift 'off' within a two-week period at the employees discretion. If the employee chooses to work that day, the employee will be paid extra compensation per contractual pay practices."

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

AGREED:

For the Employer:

Creighton Young
 Creighton E. Young
 Lead Senior Labor Relations Consultant

Date: 1/27/09

For the Union:

Sharon A. Culley
 Sharon Culley, Internal Organizer
 Oregon Federation of Nurses & Health Professionals

Date: 1/27/09