

May 1, 2009

Ms. Sharon Culley
Internal Organizer
Oregon Federation of Nurses and Health Professionals
2045 S.E. Ankeny Street
Portland, Oregon 97214

Re: LOU: Orthopedic Affiliated Clinicians, Weekend Rounding

Dear Sharon:

OFNHP and Kaiser Permanente agree to the following, effective with the final signing of this Letter of Understanding:

Amanda Smith, Darlene Nastansky and Diana Ruiz will perform weekend rounding duties, consisting of a weekend rotation every fifth weekend. It is estimated that these duties will result in two (2) to five (5) hours of additional work each Saturday and Sunday. The weekend rounding will be work performed above each employee's regular work schedule and coding. It will not impact their clinic time. All employees will be moved to the Grade 15 PA scale, step for step. Additional pay, at the Grade 15 rate for weekend rounding, will be pro-rated and integrated into their hourly rate based on eight (8) hours of work performed each weekend rotation.

In addition to the above changes, the Employer and Union agree to the following:

1. The parties may consider expanding the Program to include assigning additional Orthopedic Department NP's/PA's to perform inpatient duties that include weekend rounding.
2. Either party may sunset the LOU with 60 days notice to the other party.
3. If any of the AC's want to discontinue their rounding they will give the employer 60 days notice at which time the employer and employee will begin discussion regarding opportunities within the department.

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4. The AC's covered by this Letter of Agreement will participate in a weekend rounding rotation covering all contractual holidays.
5. Should one or more of the clinicians (AC's and MD's) discontinue their participation in the weekend rounding rotation; the parties will meet and in good faith revise the weekend rounding obligations accordingly.
6. This agreement is non-precedent setting.

AGREED:

For the Employer:

Creighton Young

Creighton Young
Lead Senior Labor Relations Consultant

5-01-09

Date:

For the Union:

Sharon A. Culley

Sharon Culley
Internal Organizer
OFNHP

5/1/09

Date: