

Operational Excellence
Joint Staffing Re-Engagement Agreement
KPNW, OFNHP, SEIU Lo. 49
May 20, 2011

The parties agree to:

1. Meet in six months (approximately November 20, 2011) to review and discuss the employees that remain in transition status under the parties' Employment Security Agreement (ESA). At this meeting, the parties will discuss alternative approaches to place employees in positions within KP, including WS Hospital.
2. Training and educational opportunities: KPNW will meet with to OFNHP and SEIU by May 27 with the number of positions for which KP will develop employer supported internship pathways within Regional Clinical Service (RCS). Internships need to be completed as outlined by the ESA redeployment agreement and will be linked with open positions. Interns that successfully complete the internship will assume the open position.
3. KP will share *draft* staffing matrices to OFNHP and SEIU by May 20.
4. The parties agree to make the acuity tool a priority. KP will release 13 RN's and 4 CNA's. Specific participants to be identified by OFNHP and SEIU. The parties will ensure consistent participation. The parties will come together to refine the acuity tool, test the tool, develop training and implement by June 30, 2011. Further refinement of the tool will continue after June 30, 2011.
5. Matrix and schedule changes will be immediately placed on hold.

Each critical care neighborhood (CVICU, CVPCU and CVMedical) and (MSICU, MSPCU, and CVMedical) will complete a two (2) day process to come together to complete Joint Staffing on the following time-line.

- a. Review and develop staffing matrices and select a matrix. CV on May 24th, MS on May 25th.
- b. Review and develop schedule options and select an option by June 3rd
- c. Plan implementation and bidding process by June 10th (labor leaders and management)
- d. Bidding between June 13th and 17th.
- e. Posting by June 20th.
- f. New schedules implemented on July 10th.

6. This agreement is non-precedent setting.

Agreed by the Parties on May 20, 2011:

OFNHP:

SEIU:

KPNW:




