

MEMORANDUM OF UNDERSTANDING

OFNHP and KAISER PERMANENTE hereby agree to the following understandings regarding work rules for Allied Clinicians (ACs) in KPNW new model of urgent care (initial openings at North Lancaster and Cascade Park). The OFNHP Professional Agreement will be amended as follows:

1. Article 5C. (Additional Direct Patient Care Duties);
 - ACs will not leave the MOB and will continue to assist in the care of patients until all waiting patients have been seen.
 - If the staffing is at full strength, but ACs consistently are required to remain beyond their normal shift length, they will communicate with the union steward and front line supervisor and the parties agree that the issue of staffing would be escalated to NWP and Health Plan for review.

2. AC's will work a template of four patients per hour. Unfilled appointment times which have passed in time will not be filled later in the shift.

3. Article 5G.1.e and Article 5C. will be waived. Extra compensation will be paid only under the two following circumstances:
 - Patients are scheduled into slots after the provider is scheduled to be off (eg the provider is scheduled until 7p and there is a pt scheduled at 7p, this additional patient would drive an additional 15 minutes of pay)
 - The AC stays after the end of their scheduled shift end based on the acuity or extensive work up of a pt (the DOD would need to verify/approve the extra comp).

4. Interpretation of Article 5G.2. was clarified as follows:
 - Vacant positions which regularly require less than 12 hours of rest between shifts may be posted. The vacancy posting will include language making clear the waiver of a twelve hour break if the position is accepted by an AC.

FOR OFNHP



Date 2/15/2012

FOR KAISER PERMANENTE



Date 2/15/2012