

**Letter of Agreement
Standby in Surgical Services: KSMC PACU**

Kaiser Permanente ("KP") and the Oregon Federation of Nurses and Health Professionals, AFT Local 5017 ("OFNHP") agree as follows:

1. **Backfilling the KSMC PACU Night Shift:** KP will follow this process to backfill the night shift with available staff and standby per the contract.
 - a. **Night Shift Backfill "Availability List":**
 - i. Staff will contact the staffing office to make themselves available to backfill night shift absences.
 - ii. Staff cannot sign up as available for a night shift if they are scheduled to work the following day shift.
 - iii. The staffing office will fax the Availability List to PACU daily.
 - b. **Backfilling Unscheduled Night Shift Absences:**
 - i. If there is a short notice unscheduled absence, the staffing office will call staff on the Availability List, pursuant to the order in the CBA, to offer the shift. The charge nurse will make such calls when the staffing office is closed.
 - ii. Standby will be utilized if no staff are on the Availability List or all those on the List decline.
 - c. **Backfilling Scheduled Night Shift Absences:** Scheduled night shift absences shall be backfilled by the staffing office during the scheduling and red-line periods pursuant to the CBA using the unscheduled absence process above.
2. **Backfilling the KSMC PACU Sunday Day and Evening Shifts:** KP will follow this process to backfill the Sunday day and evening shifts with available staff and standby.
 - a. **Sunday Backfill "Availability List":**
 - i. Staff will contact the staffing office to make themselves available to backfill Sunday absences per the contract.
 - ii. The staffing office will fax the Availability List to PACU on the Friday before the Sunday shift.
 - b. **Backfilling Scheduled Sunday Absences:** Scheduled Sunday shift absences shall be backfilled by the staffing office during the scheduling and red-line periods pursuant to the CBA using the unscheduled absence process above.
3. **Cancelling Standby:** When the scheduled nurses for a night shift and Sunday day or evening shift are confirmed, physically at the unit ready to work, then the

charge nurse will cancel standby by contacting the nurse(s) scheduled for that shift.

4. **Conflicting Agreements:** If the terms of this Agreement conflict with the CBA, a prior Letter of Agreement, or other contractual obligations, the terms of this Agreement apply.
5. **Revising/Terminating this Agreement:** Either party may request to meet and review this night shift and Sunday backfill processes. KP or OFNHP may discontinue this agreement with 45 days advance written notice to the other, and the other party may demand to bargain impacts. Nevertheless, this Agreement will sunset with the expiration of the current CBA October 1, 2015.
6. This Agreement is non-precedent setting.

AGREED:

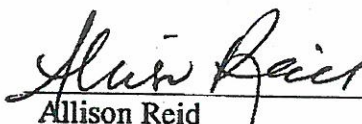
For the Employer:

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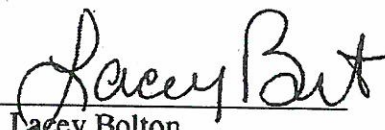
For the Employer:



Robert Sokol
Senior HR Consultant
Kaiser Permanente



Allison Reid
Director, Inpatient
Surgical Services
Kaiser Permanente



Lacey Bolton
Business Manager,
Surgical Services
Kaiser Permanente

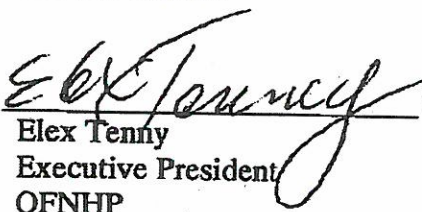
8/29/2013
Date

10-15-2013
Date

10/18/13
Date

For the Union:

For the Union:



Elex Tenny
Executive President
OFNHP



Dawnette McCloud
Barg. Unit President
OFNHP

8/30/2013
Date

8-29-2013.
Date