

Lab Pro
2014-00002

LETTER OF UNDERSTANDING
BETWEEN
THE OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS,
LOCAL 5017, AFT, LABORATORY PROFESSIONAL
AND
KAISER PERMANENTE

This Letter of Understanding ("LOU") is entered into between Kaiser Foundation Health Plan of the Northwest and Kaiser Foundation Hospitals ("Kaiser Permanente") (the Employer) and Oregon Federation of Nurses and Health Professionals, Local 5017, Laboratory Professionals, (The Union) herein after the parties.

RECITALS

The parties agree that there has been extensive turnover in Lab Pro positions. Employees under the Lab Pro contract can transfer based on seniority before the end of their probationary period, or completion of training. This turnover has placed a strain on retaining experienced staff to provide competent patient care, Therefore, the parties agree to the following:

AGREEMENT

1. From October 9, 2014 until September 30, 2015, all newly hired Lab Pro employees must work for the first 6 months at the position they hired into before being eligible to transfer. In Microbiology, the Lab Pros and Medical Lab Technicians must remain in their position until this agreement sunsets, which is September 30, 2015. This is due to the extensive training involved.
2. This restriction applies to all lab departments at AWL, ambulatory clinics, KSMC and KWMC.
3. An employee during this initial 6 month period will be allowed to up code/down code on the same shift, in the same department, in which they hired into. Rules of awarding position are not to violate current contract language re: seniority awarding.
4. Exception allowing transfers in less than 6 months from initial hire will be permitted by mutual agreement of employee and Supervisors.
5. This restriction will not apply to any existing employees hired before October 9, 2014. Existing employees who transfer into Microbiology must also remain in their position until this agreement sunsets, which is September 30, 2015. This is due to the extensive training involved.
6. This is a temporary agreement that will sunset when the contract is expected to expire, which is September 30, 2015.

Agreed:

Carol Vogt
Carol Vogt
Director, Laboratory Operations

10/23/14
Date

Dawnette McCloud
Dawnette McCloud
Executive President
OFNHP

10/28/2014
Date

Ivy Marquesino
Ivy Marquesino
Sr. HR Consultant

10/21/14
Date

Shirlee Morehouse
Shirlee Morehouse
Lab Pro President

10/27/14
Date