



**Letter of Agreement
Standby for Emergency Psychiatric Services**


To address the specific needs of Emergency Psychiatric Services ("EPS") at Kaiser Permanente's medical centers in the Northwest Region, the parties agree to the following.

1. **EPS Standby Scheduling:**
 - a. This Agreement goes into effect March 1, 2014.
 - b. There will be one EPS employee on night shift standby for the medical centers.
 - c. EPS employees will develop an equitable standby scheduling system, which shall first schedule volunteers and, if there are no volunteers for a standby shift, then there will be a process to mandatorily assign such shift. All EPS staff are included in this scheduling system with the understanding volunteers are scheduled first. If there is not a staff developed system and schedule while the Agreement is in effect, management may assign unfilled standby shifts on an equitable basis until such process is developed and used to schedule the standby shifts.
2. **EPS Standby Differential:** Kaiser Permanente will pay an EPS employee a differential of \$6.00 per hour for the hours on standby plus other applicable pay.
3. **EPS Standby Worked Differential:** If an EPS employee is called in to work while on standby, Kaiser Permanente will pay a differential of \$15.00 per hour for standby hours worked in the department plus other applicable pay, including the EPS Standby Differential in Paragraph 2 above.
4. If EPS has 20 standby shifts in a calendar year with employees called in to work, the differential in Paragraph 3 above shall become \$10.00 per hour starting with the 21st shift and continuing for the remainder of that year with the differential returning to \$15.00 starting the next year.
5. **Holidays:** When standby occurs on a holiday as defined by the Collective Bargaining Agreement, the applicable differentials in Paragraphs 2, 3, and 4 above are multiplied by time and one-half (1.5). On holidays, this makes the differential in Paragraph 2 \$9.00, Paragraph 3 \$22.50, and Paragraph 4 \$15.00.
6. **Conflicts:** If the terms of this Agreement conflict with the OFNHP Professional Employees Collective Bargaining Agreement, a prior Letter of Agreement, or other contractual obligations, the terms of this Agreement supersede.

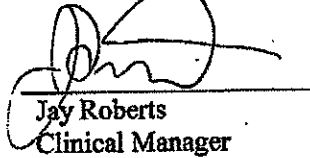
7. **Expiration:** This Agreement will automatically expire with the expiration of the current Collective Bargaining Agreement on October 1, 2015.

AGREED:

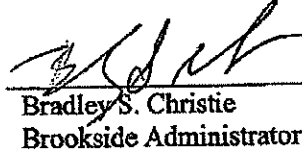
For the Employer:


Robert Sokol
Senior HR Consultant
Kaiser Permanente
2/4/2014
Date

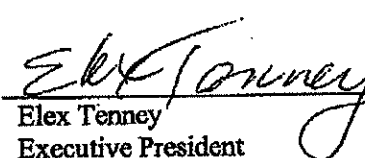
For the Employer:


Jay Roberts
Clinical Manager
Kaiser Permanente
2/6/2014
Date

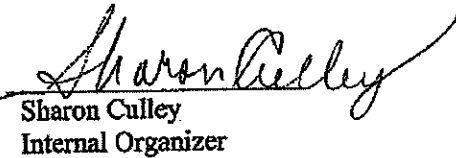
For the Employer:


Bradley S. Christie
Brookside Administrator
Kaiser Permanente
2/4/2014
Date

For the Union:


Elex Tenney
Executive President
OFNHP
1/24/2014
Date

For the Union:


Sharon Culley
Internal Organizer
OFNHP
1/27/2014
Date