



Letter of Agreement between Kaiser Permanente and Oregon Federation of Nurses and Healthcare Professionals regarding revised schedules for Professional Employees in Specialty Care

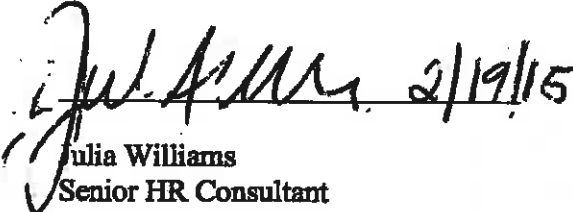
This agreement is entered into by and between Kaiser Foundation Health Plan Northwest ("Employer") and the Oregon Federation of Nurses and Healthcare Professionals ("Union") to address schedule changes for Professional Employees (Pros) working in Specialty Care outside the Rehabilitation Department.


The Parties agree as follows in order to standardize the work day:

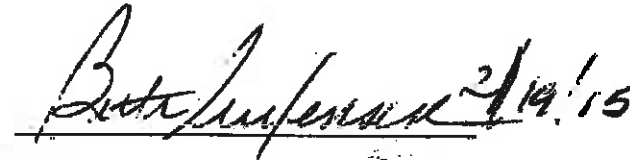
1. Time designated on a Pro's schedule as indirect patient care time will be scheduled for a minimum of thirty minutes per half day session. Requests for additional periods of indirect patient care time will be submitted to Department Administrator for review and action.
2. There will be no changes to Pros currently working eight or nine hour shifts at the time of this agreement.
3. Ten hour shifts will end at the time of implementation of this agreement with exceptions noted below.
4. Pros NOT currently working an eight or nine hour shift will choose from the following schedule options:
 - a. **Option 1 : Eight Hour Day**
The schedule for this shift will be 8:00 am - 4:30 pm or 8:30 am to 5:00 pm
Choice of start time will be subject to operational need.
The Pro will see patients from 8:00 am - 12:00 pm or 8:30 am to 12:00pm.
Lunch consists of 30 minutes unpaid time combined with 30 minutes combined breaks scheduled from 12:00 pm - 1:00 pm. Pros will see patients again from 1:00 pm - 4:30 pm or 1:00 - 5:00 pm (depending on start time) with indirect patient care time embedded in each session
 - b. **Option 2 : Nine Hour Day**
The schedule for this shift will be 8:00 am - 5:30 pm
The Pro will see patients from 8:00 am - 12:00 pm and 1:00 - 5:00 pm. Indirect patient care time will be embedded in the am session and be scheduled from 5:00 pm- 5:30 pm for the pm session.
Lunch consists of 30 minutes unpaid time combined with 30 minutes combined breaks scheduled from 12:00 pm - 1:00 pm.
 - c. **Option 3: For Pros currently coded forty hours and who choose a nine hour schedule**
 - i. Four- nine hour shifts with one day off in one week and four - nine hour shifts and one eight hour shift in the alternating week. These shifts are worked in the same two week pay period, for a total of eighty hours per pay period

ii. Four -nine hour shifts and a four hour shift every week for eighty hours per pay period

5. Exceptions to the following schedule options include:
- a. Certified Nurse Midwives' hospital shifts will not be impacted at this time
 - b. Ortho Pro(s) Supporting Trauma Services
 - c. Neurosurgery Pro(s) currently working ten hour shifts who are coded 0.5 FTE (2) will be grandfathered in at this time, but future positions will be posted according to the aforementioned guidelines
6. Changes in FTE shall be permitted in the following circumstances:
- a. Pros currently coded forty hours and working ten hour shifts shall have the option of downcoding to thirty six hours
 - b. Pros currently working a schedule that does not translate directly to one of the agreed upon schedule options have the option of upcoding or downcoding to the nearest identified FTE level that matches the selected shift length
7. This agreement is non-precedent setting and shall be sunsetted September 30, 2017. Either Party may request a review of the impact of agreed upon changes at the end of the twelve month period following implementation of the agreement.

 2/19/15
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