

REVISION TO CLINICAL SPECIALIST LOU SIGNED 10/1/13

In order to allow a broader field of applicants for Clinical Specialist positions within current Kaiser Permanente employees, the Parties agreed to modify the attached Letter of Understanding (LOU) signed on October 1, 2013 modifying current contract language on page 15 as follows in the bolded portion below. The rest of the LOU shall remain in place unchanged.

Letter of Understanding (LOU) modifying current contract language on page 15.

D. 5a) Lead employees will receive a differential of \$1 per hour

D. 5b) Clinical Specialists (CS) will receive a differential of \$2.00 per hour. The title Clinical Specialist CS will replace the Advanced Certification as outlined in LOU April 20, 2009 and in the contract, as well as Specialty Certified Individuals (D.5.b.2). Selection of CS positions (see JD #2728 for Education/Professional Requirements for Clinical Specialist) will be based primarily on qualifications for the position and will include participation from OFNHP Pro staff, however, the ultimate decision will be made by the Employer.

1. Business need will determine the total number and type of CS positions considered and posted for the region.
2. CS positions may have a dedicated location and/or be Region-wide
3. Determination of the business need for a particular CS position will be reviewed periodically, not to exceed 2 years. June will be the targeted month.
4. If it is determined that the CS role no longer supports business need or the CS wishes to resign or is asked to resign from this position, the employee, supervisor, and other pertinent parties (e.g., HR, Steward) will meet to assess the situation and evaluate non-punitive options including a transition of position (without loss of seniority). An external candidate would return to home clinic identified upon hire.
5. CS will be provided designated non-clinic time, the amount mutually agreed up between CS and manager, at a minimum of 20 hours/ month to fulfill the necessary Clinical Specialist responsibilities below. Patient care needs are prioritized over CS Additional Responsibilities.
6. Qualifying criteria for CS positions are as follows:
 - i. Minimum of 32hr/week coded employee
 - ii. Holds approved specialty certification in good standing, or is on track to attain specialty certification with successful certification completion within 18 months from start of Clinical Specialist position.
 - iii. Maintains Specialty caseload (at minimum level to maintain certification).
 - iv. Although it is not required, it is strongly encouraged that individuals holding CS position are involved both locally and nationally with their professional organization and /or organizations associated with their area of specialty to keep informed of current research and/or practice requirements.

For the Employer

Julia Williams 3/3/15
 Julia Williams Date
 Senior HRC

For the Union

Jacelyn Pitman
 Jacelyn Pitman Date
 Internal Organizer

Stacey Moret 1/27/2015
 Stacey Moret Date
 Department Administrator

Dawnette McCloud 1-16-2015
 Dawnette McCloud Date
 Executive President