



**Letter of Agreement between Kaiser Permanente and Oregon Federation of Nurses
and Healthcare Professionals regarding revised schedules for
Professional Employees in Rehabilitation Services 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 within the Rehabilitation Department as defined as Physical Therapy, Occupational Therapy, and Speech Therapy.

This Agreement reflects work completed in an Issue Resolution process between the Parties which concluded February 17, 2015, and is summarized in another document which is attached. This Agreement is intended to replace Appendix B (2) of the Agreement between Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest and Oregon Federation of Nurses and Health Professionals for Professional Employees. The Parties agree as follows in order to standardize the work day and maximize patient care efficiencies:

1. Standardized hours of patient care for the Rehabilitation Department will be 7:30 am to 5:30 pm.
2. Start and stop times will be staggered between the hours of 7:30 am and 6:00 pm.
3. Pro Rehabilitation schedules options will be either an eight (8) hour or a ten (10) hour shift.
4. All FTE level levels must be divisible by one of the schedule lengths specified above. Pros currently working a schedule that does not translate directly to one of the agreed upon schedule options will work with local management to either up-code or down-code to the nearest identified FTE level that matches the selected shift length.
5. The Rehabilitation department will utilize an open scheduling template.
6. The process of finalizing schedules and meeting targets established in the Issue Resolution Process that concluded February 17, 2015 will occur at the UBT level taking into consideration the following guidelines:
 - a. Equal number of early and late appointments.
 - b. CBT time may not be always be scheduled at the end or beginning of as shift.
 - c. Lunch occurs as close as possible to the middle of the work day.
 - d. Space must be optimized
7. Formal assessment of implementation and success will be performed by an identified group at six months following implementation of the new templates. Assessment and joint review will also be performed on an ongoing basis to identify success and revisions that may be necessary. Success will be determined by the meeting the business targets for access, utilization, space utilization, and patient satisfaction.
8. This agreement is non-precedent setting. This Letter of Agreement will sunset effective September 30th 2017.

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