

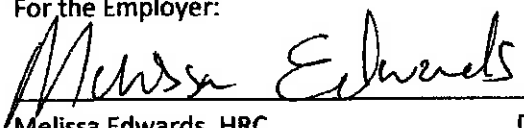
Letter of Agreement
Between
Oregon Federation of Nurses and Health Professionals Local 5017 RN Bargaining Unit
& Oregon Nurses Association
and
Kaiser Permanente

This letter is intended to memorialize the parties' agreement with respect to UCC holiday shift scheduling. For the purpose of this agreement, 'holiday shift' will be defined as holidays and corresponding business closure days. "Core" staff is defined as staff whose work location is the UCC. Holiday shifts will be scheduled as follows:

1. Volunteers will be offered the shifts in the following order:
 - a. Core RN UCC Staff at the same building.
 - b. Qualified and UCC trained RNs at the same building.
 - c. Qualified and UCC trained RNs within the same service area.
 - d. Qualified and trained RNs within the NW Region.
2. Holiday shifts will be staffed so that at a minimum, 50% of the RNs are UCC core staff.
3. If there are not enough volunteers to cover the holiday shift, the shift will be filled in reverse seniority order from RNs within the worksite's core UCC staff.
4. Once staff volunteer, or are assigned a holiday shift, they are required to fill that shift unless explicitly released by staffing or their direct supervisor.
5. Management may assign full shifts and will consider partial shifts but is under no obligation to schedule partial shifts.
6. Holiday shifts will be offered 3 months in advance of the shift and will be available for sign-up for two weeks. Shifts will be awarded within two weeks from the end of the sign-up.


Agreed:

For the Employer:

 3/20/15

 Melissa Edwards, HRC Date

For the Union (OFNHP and ONA):

 4/20/15

 Dawnette McCloud, President Date