

Oregon Nurses Association
KPNW Management Comprehensive Proposal November 11, 2021 11:30 pm (Corrected)

Kaiser Foundation Hospitals, Inc. and Kaiser Foundation Health Plan of the Northwest, Inc. ("KPNW") hereby submit the following proposals to the Collective Bargaining Agreement and reserve the right to add, subtract from or modify these proposals at any time during the course of these negotiations.

The following is offered as a package and no item can be accepted individually. The parties will refashion the principles below into contract language.

1. Existing Differential Increases

The parties agree to the differential increases below:

- Increase existing Lead/Charge differential from \$2.05 to ~~\$2.30/hr.~~ **\$3.00**
- Increase existing Standby differential from \$3.85 to ~~\$4.10/hr.~~ **\$4.75**
- Increase existing Evening differential from \$2.58 to \$3.00
- Increase existing Night differential from \$5.16 to ~~\$5.50~~ **\$5.90**

2. Hours and Overtime

The parties agree to modify the existing collective bargaining agreement:

a. Short Notice Incentive

G. Short Notice Incentive: Nurses, who work a shift with less than twenty-four (24) hours' notice will be paid double-time plus any applicable differential(s).
~~, but more than six (6) hours' notice, will be paid \$20.00 per hour premium for all hours worked, plus any applicable differential(s).~~

~~Nurses who work a shift with six (6) hours or less notice will be paid double-time plus any applicable differential(s).~~

Nurses are only entitled to these above incentives if they have not taken any sick leave in the pay period.

3. Education Fund

The parties agree to modify the existing collective bargaining agreement:

- A. Education Fund: The Employer recognizes the importance of continuing professional education and agrees to establish a fund to provide nurses with the opportunity to participate in workshops, seminars, and conferences, **healthcare college courses for credit and certifications** which are relevant to the needs of the nurse and to the healthcare needs of the Kaiser-Permanente patients. **The Fund shall be available for programs not covered by**

the Employer's tuition reimbursement program or other educational programs. The Fund also be utilized by nurses pursuing a nursing degree and/or certification, e.g. AORN. A fund will be established each calendar year based on \$200 per nurse employed in regular status (20 hours per week ~~20 hours BAH per week~~ or greater) on January 1 of each calendar year. The total ONA Fund will consist of ONA education funds and annual certification funds amounts.

Acceptable continuing education programs shall a) improve and increase the competence and the skills of the practicing nurse, b) assist the nurse in utilizing developments in research, nursing education and nursing practice, c) assist the nurse in defining and meeting changing needs and expectations of the patients in the population served by Kaiser Permanente- and d) defray costs of nurses obtaining and maintaining certifications.

Nurses who have been in employed on an ONA unit in a regular status for at least six (6) consecutive months shall be eligible to submit request for education programs to their manager the ONA CA51 education fund via the KPNW website or current process. Nurses will be reimbursed for pre-approved expenditures after submitting appropriate receipts and ~~copy of certificate of attendance~~ evidence of attendance or course credit.

Any Tentative Agreement is subject to the overall terms of the National Agreement and is conditional on the overall settlement of the National Agreement. Local bargaining costs will be factored into the overall settlement package.

AGREED

For the Union:

Jodi Barschow, DNP, RN
 Jodi Barschow, DNP, RN (Nov 15, 2021 14:01 PST)

Jodi Barschow
 OFNHP

Kathy Gibbens
 Kathy Gibbens (Nov 15, 2021 14:47 PST)

Kathy Gibbens
 ONA/OFNHP

Nov 15, 2021

Date

For the Employer:

Deanna W. Dudley
 Deanna W. Dudley (Nov 15, 2021 17:43 PST)

Deanna Dudley
 Vice President, Human Resources
 KPNW

Nov 15, 2021

Date

Justin McGowan
 Justin McGowan (Nov 15, 2021 16:30 PST)

Justin McGowan
 Senior Administrator II, Care
 Delivery
 KPNW

Nov 15, 2021

Date

Robert Sokol

[Robert Sokol \(Nov 15, 2021 16:31 PST\)](#)

Nov 15, 2021

Robert Sokol
Director, HR Employee & Labor
Relations
KPNW

Date

Kirsten Paric

[Kirsten Paric \(Nov 15, 2021 15:09 PST\)](#)

Nov 15, 2021

Kirsten Paric
Sr. Consultant, HR Employee &
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