

TECH

Received 10/07/21

1446

Internal Shuffle Language Tentative Agreement

Article 7. E (Add to Article 7 in Tech CBA)

In order to honor seniority and facilitate a more efficient and rapid utilization of the job posting process, a position shuffle among existing members covered by this contract may be used in order to facilitate the filling of positions.

A "Shuffle" is defined as an internal seniority-based fast -tracked bidding process for open positions. There is an understanding that as open positions are filled other positions may open up and be filled during the same shuffle event.

Employer or Union can notify the other party of their recommendation to fill an open position or positions through a shuffle process. However, mutual agreement upon the part of Employer and Union is required to move the position shuffle process forward. Otherwise, the job posting process indicated under Article 7 A and B. will apply.

To ensure timely consideration and implementation, upon notice of a recommendation to shuffle, a shuffle plan will be developed within 14 days. Upon agreement of the shuffle plan, the shuffle will be completed within 14 days. Labor and management will agree on the notification timeline, including a reasonable process to notify employees on PTO or Leave. If reasonable efforts to contact employees have been completed and the employee does not respond the shuffle still can proceed.

If a shuffle plan is developed before the completion of the 14-day timeline, the notification process to employees can proceed immediately. In addition, planning and notification can occur concurrently as appropriate. Parties can decide a different timeline than above upon mutual agreement.

Until completion of the shuffle process, either party can remove their mutual agreement on a position shuffle at any time. The job posting process under Article 7 A and B will then be utilized.

Before implementation of the Shuffle Plan, an OFNHP Tech Internal Organizer, or OFNHP chosen designee and a Human Resources Consultant, or designee needs to approve the Shuffle Plan. The Internal Organizer and the Human Resource Consultant will review the Shuffle plan to ensure the plan meets their respective organization's interests and policies.

A shuffle plan shall minimally include:

- The scope of positions to be shuffled
- Scope of employees impacted and expected to participate in the shuffle.
- Order of contact and decision for the impacted employees.
- Methods of communication for employees to submit their bidding decisions.
- The date(s) and time(s) of the shuffle bidding.
- Consideration needs to be given for employees on leave or otherwise not available and as needed, plans for appropriate communication and participation of the absent employees within the shuffle process. Individual circumstances will need to be considered.

- This list is not inclusive of all issues that may need to be considered as part of a Shuffle Plan.

Agreed:

For Union:

Jodi Barschow, DNP, RN Nov 23, 2021
Jodi Barschow, DNP, RN (Nov 23, 2021 13:01 PST)

Jodi Barschow
 OFNHP President

Date

Krista Lehan, MHA, KP Tech Chair Nov 23, 2021
Krista Lehan, MHA, KP Tech Chair (Nov 23, 2021 13:11 PST)

Krista Lehan
 OFNHP Tech Bargaining Unit Chair

Date

Jennifer Burton Nov 23, 2021
Jennifer Burton (Nov 23, 2021 13:33 PST)

Jennifer Burton
 OFNHP Tech Bargaining Unit
 Vice Chair

Date

For Employer:

Deanna W. Dudley Nov 30, 2021
Deanna W. Dudley (Nov 30, 2021 19:18 PST)

Deanna Dudley
 VP, Human Resources
 KPNW

Date

Justin McGowan Nov 30, 2021
Justin McGowan (Nov 30, 2021 11:54 PST)

Justin McGowan
 Senior Administrator II
 KPNW

Date

Robert Sokol Nov 30, 2021
Robert Sokol (Nov 30, 2021 11:57 PST)

Robert Sokol
 Dir, Employee & Labor Relations
 KPNW

Date

Kirsten Paric Nov 30, 2021
Kirsten Paric (Nov 30, 2021 09:57 PST)

Kirsten Paric
 SR HR Consultant
 Employee & Labor Relations
 KPNW

Date

OFNHP TECH / KPNW BARGAINING -- KPNW Management Counter Proposal August 25, 2021

G. Mechanization/Job Elimination

1. In the event a job category/title is eliminated from a worksite or department due to technological changes, mechanization or work force restructuring, the Employer will discuss these changes in advance with the Union and make reasonable efforts to place affected employees into available jobs of similar employment for which they may be qualified, or into other available work within the employee's capabilities for which they may be qualified with minimal retraining. The employee has the option to be placed into an available job which may not meet all the criteria of similar employment. Training may include orientation, a term of school or "On the Job Training" up to ninety (90) days with pay to qualify for another position with the Employer.
2. Similar employment shall be defined to include the following:
 - a. Same or higher rate
 - b. Same shift
 - c. Equal to or greater than their current coded hours
 - d. Geographic location within 20 miles.
3. If the employee is unable to gain proficiency after the completion of the 90-day training period, the employee will be placed in the recall pool.
4. Employees shall be given three (3) months' prior notice that their job category/title is being eliminated.
5. ~~The "Reduction in Hours" Article 8.D. is also applicable to this Section.~~ Utilization of the process under 8.G does not stop an employee from utilizing Reduction in Force rights under Article 8.D. Specifically, an employee will also have the right to bump, be placed in open comparable position, or right to recall.

Any Tentative Agreement is subject to the overall terms of the National Agreement and is conditional on the overall settlement of the National Agreement.

AGREED

For the Union:

Jodi Barschow, DNP, RN
Jodi Barschow, DNP, RN (Nov 23, 2021 13:01 PST)

Jodi Barschow
President, OFNHP

Nov 23, 2021

Date

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Kirsten Paric
Kirsten Paric (Nov 30, 2021 09:57 PST)

Kirsten Paric
Sr. Consultant, HR Employee &
Labor Relations
KPNW

Nov 30, 2021

Date

OFNHP Technical Employee

KPNW Management Comprehensive Proposal November 11, 2021

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 increase below:

- Increase existing standby differential from \$3.85 to ~~\$4.10~~ \$4.40.

2. Education Days

The parties agree to the following changes to Education Days in Article 10(B):

There will be ~~two~~ three days of paid education leave available for each OFNHP Technical bargaining unit member each calendar year ~~starting October 1st, 2005~~ upon ratification.

3. Float Employee Definition and Differential

The parties agree to modify the existing collective bargaining agreement to incorporate the following language changes.

- A Float employee is defined as an employee who works a variable work schedule at multiple work sites or departments ~~within or~~ between facilities.
- Float employees in designated float positions will be paid \$2.00/hour above their regular rate (a position, not an assignment).

4. Preceptor Language

Intent of Agreement and Guiding Principles

Awarding preceptor pay is appropriate for designated preceptors assigned to perform designated preceptor work for a specified time in management's discretion.

Answering questions, supporting peers, and ~~informal/day-to-day~~ mentoring ~~of~~ students (if applicable to the Tech's practice area) is a professional obligation and does not warrant preceptor pay.

Management has the discretion to determine designated preceptors (based on the criteria below) and has discretion to remove an employee from a preceptor role if the preceptor fails to meet the criteria below.

Preceptor Role Defined

Preceptors are experienced members of the OFNHP Tech Bargaining Unit (“Preceptors”) who meet identified selection criteria and who have made a commitment to facilitate the onboarding of others. Preceptors are responsible for **including but not limited to** supporting and facilitating the onboarding for other Tech bargaining unit employees, **and formal mentoring of students**.

The preceptor’s role is more complex than the provision of peer-to-peer support. Preceptors must complete any applicable required training and shall be appropriately compensated.

Preceptor Differential:

A preceptor differential per Appendix A of the Collective Bargaining Agreement to be documented on timecard by employee for shifts worked in designated Preceptor status, as approved by manager.

Role accountabilities:

- Preceptors must meet selection criteria and complete initial and ongoing preceptor training requirements to receive differential pay.
- Managers are to review/approve participation in initial or ongoing preceptor training based on defined preceptor selection criteria
- Manager to review preceptor effectiveness on a periodic basis. If preceptor does not continue to meet defined preceptor selection criteria or is found to be ineffective in the preceptor role,
may be relieved of preceptor duties without other impact to employment status.
- Managers are responsible for assuring the provision of needed resources and time to support effectiveness in the preceptor role

Preceptor Selection Criteria and processes:

Managers to utilize own evaluation of performance and elicit feedback from other staff members and clinicians to identify and select Preceptors who meet the following criteria:

- Must work a minimum of 20 hours per week
- Employed in KP for at least one year with at least six months of experience in assigned clinical area
- **Corrective Action:**
 - **Preceptor Selection:** At manager discretion in consultation **and dialogue** with labor, a Level 3 or above corrective action may disqualify someone from a preceptor assignment.

- Existing Preceptor: Management and steward will attempt to reach consensus on a corrective action plan, for which the corrective action plan at Level 3 or above may disqualify someone from continuing a preceptor assignment. Management retains discretion on this issue if there is no consensus.
- ~~Must not be on active corrective action (Level 3 or above) Following the principles of the Joint Discovery/ Corrective Action Philosophy regarding developing a corrective action plan. Preceptors on a Level 3 or above corrective action may not be eligible to conduct the role of a preceptor for the duration of the corrective action timeline. Management and steward will attempt to reach consensus on the Corrective Action Plan. At manager discretion in consultation with labor, a Level 3 or above corrective action may disqualify someone from a preceptor assignment.~~
 - Demonstrates competent practice in assigned work area(s)
 - Performs work activities in a manner which maintains quality
 - Demonstrates the ability to make deliberate, evidence-based, and thoughtful clinical decisions
 - Demonstrates adherence to KP behavioral standards (e.g., Experience Standards and Principles of Responsibility)
 - Exhibits and promotes team behaviors and outstanding interpersonal communication skills
 - Promotes positive, confidential interpersonal relationships through tactful, patient, direct, and sensitive interaction. This includes the ability to provide both positive and constructive feedback in a tactful manner
 - Demonstrates leadership skills in terms of setting priorities, decision making, expectation setting, flexibility, and being a role model
 - Demonstrates ability to interpret, explain, and abide by protocols, policies and standards of practice
 - Exhibits an interest in professional growth as evidenced by participation in learning activities, in-services, conferences, independent study, and/or continuing education
 - Demonstrates willingness to share expertise with all levels of learners regardless of classification or experience
 - Demonstrates expertise in use of resources
 - Demonstrates ability and desire to teach and develop others
 - Indicates interest/desire in serving as a preceptor

Preceptor Duties:

The role of the Preceptor is to create an effective learning environment for facilitating competence of new employees, those transitioning into a changed practice setting, and/or those or who are undergoing a change in role/duties. Preceptor duties include but are not limited to the following:

- ~~At management's discretion, In partnership between management and labor~~ **At management discretion in consultation and dialogue with labor and in accordance with following the department orientation plan,** develop, schedule, plan/facilitate, implement, evaluate, and modify individualized orientation plans (if applicable in the practice area.) These activities could include the below, depending on department needs
 - o Collaborates with manager to customize orientation based on role expectations, individual learning needs, and prior experience
 - o Establishes weekly competency goals in collaboration with employee and manager
 - o Coordinates learning activities/assignments to achieve timely completion of onboarding requirements
 - o Communicates expectations and next steps/ answers questions and modifies plans related to learning experiences/onboarding to new hire/transfer employee during the onboarding process
 - o Rounding with new hire/transfer, peers, providers, and others to elicit feedback on progress relative to learning goals/learning activities
 - o Coordinating/arranging time for new hire/transfer to work with subject matter experts within the department based on specific experience/exposure needs for accomplishing learning and competency goals.
- ~~At management discretion in partnership with labor, At management discretion in consultation with labor,~~ Provide guidance and support to peers
- Assisting orientees/preceptees in the development of their competency portfolio and assuring completion of competency documentation requirements
- Escalating and debriefing concerns about employee's ability to reach training/competency goals, delays in onboarding processes, or preceptee concerns about learning environment (e.g., peer support) to manager for next steps
- Collaborates with manager in competency assessments for existing staff

- Collaborates in the development and implementation of focused competency improvement plans
- Completing of variety of assessments for augmenting the individual learning process based on identified strengths, weaknesses, and learning style preferences.

5. Access and Staffing

~~The intent of the parties is to reset the calculation of consecutive day pay.~~

~~Strike sentence, "All hours on additional consecutive days will be paid at double time BHR including differentials" in Article 5 Hours, Overtime, Schedule, Workload. This sentence appears in the following citations:~~

- ~~• 5/40 E.3.b~~
- ~~• 3/36 E.4.b~~
- ~~• Respiratory Therapists E.5.d~~
- ~~• 4/40 E.7~~

Employer no longer proposes the language stricken here while maintaining current contract language and practice.

AGREED

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Kaiser Foundation Hospitals/Health Plan of the Northwest
Management reserves the right to modify or withdraw this proposal
Successor contract bargaining 2021


Kirsten Paric (Nov 30, 2021 09:57 PST)

Nov 30, 2021

Kirsten Paric
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Labor Relations
KPNW

Date