

Letter of Understanding between Oregon Federation of Nurses and Healthcare Professionals, Local 5017 and Kaiser Permanente, Resolution of Regular Day-Off Scheduling Grievance and Implementation of Arbitrator's Award

December 4, 2015



Oregon Federation of Nurses & Health Professionals, Local 5017 (OPNHP) and Kaiser Permanente (KP) (the parties) met to discuss the arbitrator's award and final resolution of the grievance concerning Regular Day-Off Scheduling for Ambulatory Registered Nurses. The parties agreed to implement the following process:


- When holes are identified in the pre-scheduling process, staff schedulers will exhaust all available options, (on call staff, float RNs, volunteers, voluntary trades, etc. See contract article 11.B.1), when provided with at least 1 week notice prior to posting the schedule, before moving a RN's regular day off. The parties' intent is that no single RN will be consistently burdened with accepting changes in their regular days off.
- In the event that a hole persists, after other alternative backfill options have been exhausted, staff schedulers will change a RN's regular day off to meet operational needs after communicating the need for the change with the RN. Leaving a voicemail and/or sending an email message to inform the RN of the change will be sufficient in the event the staff scheduler is unable to speak directly to the RN. Changing a regular day off should be the exception. When a change to the regular day off occurs, the RN will be notified of the change no later than noon on the Friday, three (3) weeks in advance, with the routine posting of the schedule.


Agreement is indicated by the signatures below:

For Kaiser Permanente

For OPNHP

	12/8/2015		12-8-2015
Jack Heegan, RN MS CNL Director, Primary Care Access Management	Date	Dawnette McCord Executive President AFT OPNHP Local 5017	Date

	12/8/15		
Jim Clebo, MBA Associate Department Administrator, Specialty Care Access Management	Date		

	12/8/2015
Andrew W. Loomis Manager, Employee & Labor Relations	Date