

May 6, 2019

LETTER OF AGREEMENT
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND PROFESSIONALS

RE: CVOR Standby

BACKGROUND

Kaiser Foundation Health Plan of the Northwest ("Employer" or "KPNW") and Oregon Federation of Nurses and Health Professionals ("Union" or "OFNHP") (collectively, "the parties") are parties to a collective bargaining agreement ("CBA") and enter into this letter of agreement ("LOA") to address standby requirements for RNs and Techs in the KSMC CVOR.


AGREEMENT

The parties agree to the following:

1. This agreement applies to all OFNHP RNs and Techs working in the KSMC CVOR.
2. The Standby rate shall be \$15.00 per hour for all Standby worked in the CVOR.
3. Article 13.E.2 shall apply when employees on Standby duty are called in to work. When employees are called-in to work for more than ten (10) standby shifts in a four-week period, double-time shall apply for those hours worked.
4. There shall be no maximum amount of time an employee is required to be on standby duty. Employees commit to ensuring all standby shifts in the CVOR are covered. Per this agreement, all call must be covered.
5. All other provisions in the respective OFNHP RN and Tech CBA apply.
6. Either party can request a review of this agreement with a 30-day written notice to the other party.
7. This agreement is non-precedent setting.

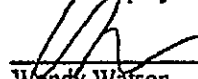
AGREED

For the Union:



Adrienne Engthouse
Executive President
OFNHP

5/21/19
Date

For the Employer:


Wendy Watson
VP Ambulatory Care & Clinical Services
KPNW

5/19/19
Date


Luana Manalo
Sr. Employee and Labor Relations Consultant
KPNW

5/14/19
Date