

4/14/2023

LETTER OF AGREEMENT

between

KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST

and

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONAL (OFNHP)

RE: Home Health On-Call PT, OT, and SLP Employees.

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”), which covers Physical Therapist (PT), Occupational Therapist (OT), and Speech Language Pathologist (SLP).

This letter of agreement applies to KPNW CCS Home Health/Hospice On-Call Physical Therapy (PT), Occupational therapy (OT), and Speech Language Pathology (SLP) employees covered by the OFNHP Professional Employees Collective Bargaining Agreement. It summarizes the Interest Based Problem Solving meeting held to resolve staffing of weekends and recruitment of on-call PT candidates.

AGREEMENT

The parties agree to the following:

1. Differential pay of \$6.00 per hour will be paid to on-call employees, defined in Article 2.C, for all hours worked in CCS. In addition, on-call employees will receive the \$4.00 per hour weekend differential for qualifying shifts. On-call PTs are allowed to submit for 8 or 10 hour shifts per their preference.
2. On-call employees must be available for a minimum of eighteen (18) shifts per quarter, including at least ten (10) days per year during peak time* and nine (9) weekend shifts per quarter (PT only) **.

Availability sign-up process:

-It is encouraged, but not required, that clinicians will have availability for the following quarter entered into Lightning Bolt by the 10th of the month prior (Ex: Q1 availability entered in by Dec 10th).

-Each weekend day will have two sign up slots, first awarded by seniority. If more than two clinicians sign up for the same day, additional availability can remain as an “alternate” to the shift but does not count towards the required nine shifts of weekend availability.

-No slot limit for weekday sign-ups.

-It is the expectation that Staffing will monitor availability totals per quarter, clinicians will also self-monitor as a secondary support. Operations Manager will send out reminders if clinicians are not meeting quarterly availability requirements.

As the expectation for typical backfill utilization of on-call clinicians is to have at least 24 hours’ notice prior to confirmed shifts, the opportunity for short notice shifts will be communicated as follows:

-A common communication thread will be mutually established between management and all eligible clinicians using frequently monitored mediums (Ex: group text thread on personal cell phones, e-mail distro list, etc.).

-Notification of newly available shifts would be provided by management as soon as possible using the common communication thread. Clinician response requested by 9am day of shift in question to allow Operations to make alternate patient care plans if needed.

-Preference will be given to those who can cover full shift length requested, however the shift can be split into smaller hours if needed. If multiple clinicians confirm full shift availability, the shift will be awarded via seniority. Senior clinicians have the ability to pass the shift to someone less senior with availability if desired.

-No punitive actions will be taken if on-call clinicians cannot cover short notice shifts.

-This process is to be used for ill-call notification only. If a chronic pattern of short notice need develops, labor and management will reconvene to discuss processes further.

Knowing time off is supported, on-call employees will work with manager to discuss time they will not be available. Request for non-availability must be submitted according to CCS rules for time off.

*Peak time is June through September, the weeks before and after KP recognized holidays, and the weeks of Oregon and Washington Spring Breaks.

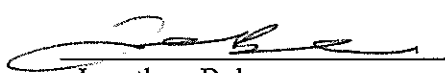
**Employees are required to provide availability for five Saturdays and four Sundays per quarter. Giving Sunday availability only, will not meet the weekend availability requirement. If future need requires Occupational Therapy or Speech Language Pathologist employees to work a weekend, then on-call employees would be required to meet the weekend availability requirement.

On-Boarding-On-Call employees will need to submit availability for the entire orientation period, which may be in addition to normal availability requirements.

3. This agreement is effective beginning the first pay period following signatures by all parties.
4. This agreement will be reviewed in one (1) year after effective date and during successor contract bargaining.

AGREED:

For the Union:




Jonathon Baker
President OFNHP

4.18.23

Date


For the Employer:

4/14/2023



Lora Cleminson
Director
Home Health/HIT
Kaiser Permanente

Date



Jonathan Uto
Sr. ERL Consultant
Kaiser Permanente

4/20/2023

Date