

June 21, 2023

LETTER OF AGREEMENT
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS, LOCAL 5017,
REGISTERED DENTAL HYGIENIST

RE: Additional Shift Incentives

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses and Health Professionals, Local 5017, Registered Dental Hygienist (“Union” or “OFNHP-RDH”) (collectively, “the parties”) are parties to a collective bargaining agreement (“CBA”), which covers Dental Hygienist.

This LOA is intended to address the staffing and access challenges currently faced in Oregon and Southwest Washington.

AGREEMENT

The parties agree to the following:

1. This Letter of Agreement (“LOA”) applies only to OFNHP RDH represented employees in the KPNW.
2. This LOA shall be effective June 25th, 2023.
3. Temporary Extra Shift Incentive:
 - a. Full-time employees will receive double-time rate of pay for any additional shifts picked up above their forty-hour coding. This includes partial (four hour or more) shifts.
 - b. Part-time employees will receive 1.5 times rate of pay for any additional four (4) hour or greater shift picked up above their coding. Part-time employees will receive double-time rate of pay for four (4) hour or greater shifts above forty hours.
 - c. On-Call employees will receive 1.5 times rate of pay for any additional four (4) hour or greater shift picked up above twenty (20) hours. On-Call employees will receive double-time rate of pay for four (4) hour or greater shifts above forty hours.
 - d. Volunteers for additional shifts must be qualified to perform the work.
 - e. KPNW will assign shifts first based on who can work an entire open shift before determining whether to offer partial shifts.

- f. The parties recognize this is a temporary incentive. Straight time hours will be scheduled before overtime. Consistent with Article 10, it is the intent of KPNW to schedule in seniority order. Should the Union have concerns about scheduling of shifts, the parties agree to meet promptly to review the situation.
 - g. If a bargaining unit member calls out unavailable to work a shift (excluding a legally protected absence) the employee will not be eligible for the incentive pay during the payroll week.
 - h. There shall be no duplication of overtime, premium pay, incentives, etc. If multiple pay rates/incentives are applicable to an employee's time worked, only the higher of the applicable rates shall apply.
4. This agreement is non-precedent setting.
- a. This LOA is for an approximate three-month duration and shall expire September 23rd, 2023. The agreement may be extended, in writing, by mutual agreement.

AGREED:

For the Union:

For the Employer:

Jonathon Baker Jun 29, 2023
Jonathon Baker (Jun 29, 2023 23:19 PDT)

 Jonathon Baker Date

Kari Engholm Jun 30, 2023
Kari Engholm (Jun 30, 2023 10:28 PDT)

 Kari Engholm Leader Date

President
 OFNHP

Senior Administrator, Dental Care Delivery
 Kaiser Permanente

Jonathan Uto Jun 30, 2023
Jonathan Uto (Jun 30, 2023 10:34 PDT)

 Jonathan Uto Date
 Sr. ELR Consultant
 Kaiser Permanente