

LETTER OF UNDERSTANDING
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST (“Employer” or “KPNW”)
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS
 (“Union” or “OFNHP” LOCAL 5017)

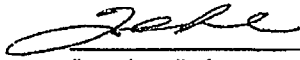
BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) is a party to a collective bargaining agreement (the “CBA”) with Oregon Federation of Nurses and Health Professionals, Local 5017 (“the Union” or “OFNHP”) (collectively “the parties”) covering Professional Bargaining Unit employees. This LOU is intended to incentivize members of the Professional Bargaining Unit who work the night shift at any KPNW location.

- I. Eligibility:
 - a. All OFNHP Professional Bargaining Unit Members who are assigned to work night shift.
 - b. Only night shifts in Hospital Care Management (Care Coordinators and Social Work in the ED) will qualify.
- II. Night shift is defined as 1800 – 0630.
 - a. The night shift must be a minimum of 8-night shift hours as defined above to qualify for the incentive.
- III. Compensation:
 - a. Night shifts shall be incentivized at \$8.30 per hour, paid out in addition to the existing night shift differential.
 - i. Differential will be paid on all night shift coded hours as defined in Sections II and II (a).
 - ii. Staff picking up additional night shifts, will receive the differential for night shift hours worked.
 - iii. On-call employees will receive the differential for night shift hours worked.
- IV. Parties recognize this is a temporary incentive. Extra dollar amounts will be paid out as a lump-sum monthly.
- V. This agreement is non-precedent setting.
- VI. The award of this incentive will be additive to any criteria in CBA and LOU(s) regarding overtime, incentive pay, and other differentials.

This LOU shall be effective upon signing and through December 31, 2023. This agreement will automatically expire on December 31, 2023, unless mutual agreement is reached to extend, in writing.

For the Union:



Jonathon Baker
President OFNHP
Local 5017

8.7.23

Date

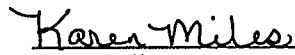
For the Employer:



Wendy Watson
Chief Operating Officer
KPNW

08-09-23

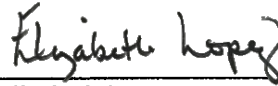
Date



Karen Miles
Chief Operating Officer
KPNW

8/7/23

Date



Elizabeth Lopez
Employee & Labor Relations
KPNW

8/9/2023

Date