

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

BACKGROUND

Kaiser Foundation of Health Plan of the Northwest (“Employer” of “KPNW”) and Oregon Federation of Nurses and Health Professionals (“Union” or “OFNHP, Local 5017”) (Collectively, “the parties”) are signatories to a collective bargaining agreement (“CBA”) covering Physical Therapists at Sunnyside Medical Center (“SMC”) and Westside Medical Center (“WMC”), as well as outpatient Physical Therapists in KPNW’s Rehabilitation Department. The parties hereby agree to the following regarding staffing backfill for Permanente’s Total Knee “Same Day” (TKSD) surgery program at the Sunnybrook Ambulatory Surgery Center (“ASC”).

AGREEMENT

- A. Physical Therapists in coded and zero-coded positions based at the Sunnybrook ASC are neither inpatient nor outpatient and backfill coverage of ASC services by therapists not based at the Sunnybrook ASC will be voluntary. ASC backfill shifts will be awarded to inpatient volunteers in seniority order, however, if the less senior of two volunteering therapists volunteers to work more of the hours needing backfill than the more senior volunteering therapist, the less senior volunteer will be awarded the shift
- B. ASC physical therapists supporting TKSD operations will be scheduled four (4) months in advance on a rolling, month-to-month basis.
- C. Upon the date of execution of this agreement and the date on which the ASC’s TKDS operations are running at full capacity, ASC Physical Therapists scheduled for days on which there are no TKSD surgeries may be assigned to support inpatient Physical Therapy operations provided that such work has been offered, but not accepted by unscheduled Inpatient Physical Therapists.
- D. For ASC Therapists requesting PTO:
1. The Employer will approve therapist PTO requests submitted for dates after the date through which surgery schedules have been released at the time of submission.
 2. For therapist PTO requests submitted for dates on which surgeries have been scheduled, the Employer will use the process described items E.1 through E.3, below. If coverage cannot be not secured through this process, such requests will be denied.
 3. The inpatient policy for PTO submissions during periods of high-frequency (as defined by the Parties CBA) will apply.
 4. Inpatient care delivery will be prioritized for inpatient therapists. Specifically, census and acuity in the inpatient setting will be considered prior to solicitation of volunteers from inpatient therapists for coverage of ASC operations.
- E. Unplanned/short-notice coverage process:

