

December 12, 2023

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

RE: KPNW Urgent Care Incentive for Allied Health Clinicians

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 in the Urgent Care department. The scope of this LOU is limited to Allied Health Clinicians (Nurse Practitioners and Physician Assistants) who meet the completed visit threshold. The goal of this program is to provide an incentive to NP and PA's who have higher productivity without compromising quality and service.

The Employer has met in partnership with OFNHP regarding the establishment of a productivity incentive on December 12, 2023.

AGREEMENT

The parties agree to the following:

1. This Letter of Agreement ("LOA") applies only to Nurse Practitioners (NP) and Physician Assistants (PA) OFNHP Professional Bargaining Unit Members who meet the requirements below. This incentive is in addition to extra compensation NP and PA's receive per the CBA when they provide direct patient care beyond the end of their scheduled shift.
2. Eligibility:
 - a. Nurse Practitioners or Physician Assistants who work in the Urgent Care department will receive an incentive of \$45 for the 24th completed visit and each subsequent patient seen during a 10-hour shift. This incentive is not applicable to shorter shifts.
 - b. This incentive is inclusive of NP or PA's who are approved to pick up shifts in UC (e.g. Primary Care or Specialty Care NP and PA's).
 - c. NP or PA's with disciplinary action (level 3 or above) may not participate while the disciplinary action is active.
3. Process:



- a. Patients will be assigned through the established UC process. Patient selection cannot be individually performed by the NP/PA for the purposes of increasing patient totals or selecting less acute or time-consuming patients.
 - b. Patient volume will dictate whether the incentive is possible. When volume isn't present the incentive will not be possible.
4. Payment Process:
- a. An automated report will be created and utilized to submit for payment.
 - b. Submission for the productivity incentive will occur at the end of each pay period cycle.
 - c. Submission will occur within 14 days of the end of the pay period cycle in which the incentive eligibility occurred.
 - d. The Employer will endeavor to deliver the incentive payment within 30 days after the measurement period ends and will appear on their normal pay.
 - e. The Employee will alert Management of pay discrepancies within 60 days of when the incentive eligibility occurred.
5. This agreement is non-precedent setting.
6. This LOU shall be effective from January 1, 2024 through June 30, 2024. Either party may choose to terminate this agreement with thirty (30) days written notice to the other party(s). This LOU can be extended by mutual written agreement by all parties.

AGREED:

For the Union:

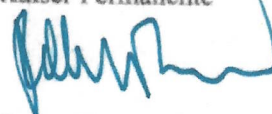
 12/13/23

Jonathon Baker Date
President OFNHP
Local 5017

For the Employer:

 12/15/23

Martina Fetter Date
Senior Administrator, Ambulatory Care
Kaiser Permanente



Kellen Norwood Date 12.14.23
Sr. Employee and Labor Relations Consultant
Kaiser Permanente



Wendy Watson Date 12/15/23
Chief Operating Officer
Kaiser Permanente