

April 1, 2024

LETTER OF AGREEMENT between  
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST and  
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS, LOCAL 5017, PROFESSIONAL  
BARGAINING UNIT

**Re: MH Generalist Template**

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (Kaiser), and OFNHP Pro Bargaining Unit engaged in a Scheduling/Templates Pilot process per the 2022 Scheduling/Templates Pilot LOU. As a result of this engagement, the parties have identified changes to the scheduling templates for the Mental Health Generalists that would result in the expiration of existing template agreements.

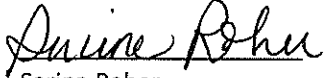
AGREEMENT

The parties agree to the following:

1. **Sunset Existing Template Agreements for Generalist Mental Health Team:** The parties agree to sunset all existing template agreements pertaining to the Mental Health Generalist Team of mental health affiliated clinicians. Current template standards at the time of this agreement will remain status quo.
2. **Future Template Changes:** The parties agree to engage in a Labor Management Partnership process prior to future template changes. This includes use of existing UBT teams, or limited duration regional Partnership Teams.
  - a. The following can be considered when modifying template guidelines (but not limited to):
    - i. Census / referral information
    - ii. Complexity of specialties / caseloads
    - iii. Type of patient care (group vs individual, new vs return, virtual vs in-person) iv. UBT goals related to access or scheduling.
    - v. Quality metrics
    - vi. Orientation/Precepting needs in dept.
    - vii. Appointment completion or schedule rates
    - viii. Clinician availability to provide recommended frequency/dosing treatment.
    - ix. Days wait between treatment
    - x. Length of service
3. Per the National Agreement the Labor Management Partnership process is an alternative to, but does not replace, the grievance procedure.

**AGREED:**

FOR THE UNION:



Sarina Roher  
President OFNHP

Date: 05.23 - 2024

FOR THE EMPLOYER:



Michelle Teeples  
MH, BH, ADDM Senior Administrator, KPNW

Date: 05-02-24



Wendy Watson  
Chief Operating Officer, KPNW

Date: 05-02-24



Kendra DUBY  
Sr. Employee and Labor Relations Consultant, KPNW

Date: 5/3/24