

March 27, 2024

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

RE: 9 Hour schedules within Orthopedics

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nursing Health Professionals, Local 5017 (“Union” or “OFNHP”) (collectively, “the parties”) are parties to a collective bargaining agreement (“CBA”), which covers employees who work in Orthopedics under the OFNHP Tech CBA.

In order to allow for coverage that better matches clinic needs, allow for a more staff supporting scheduling, and allow for a better work life balance. The OFNHP and KPNW engaged in bargaining to better define how the expectations of how a 9-hour schedule would work. In addition, the CBA seems to recognize a 9-hour schedule in certain portions but does not define how it would work as per Article 5 – Hours, Overtime and Schedules, Workload in the CBA. The purpose of this document is also to clarify those details.

AGREEMENT

The parties agree to the following:

1. This Letter of Agreement (“LOA”) applies only to employees working under the OFNHP Tech CBA in Orthopedics regarding orthopedic cast room techs.
2. This LOA shall be effective upon completed signatures of both parties.
3. Establishment of a 9/40 Schedule

All OFNHP Tech employees within Orthopedics will be paid one and one-half (1-1/2) their regular rate of pay for all hours worked in excess of nine (9) in a workday, for all hours worked in excess of eighty (80) in a fourteen (14) day pay period, and on their sixth (6th) consecutive day of work. They shall be paid double their regular rate of pay on their seventh (7th) consecutive day of work.


4. Employees wishing to down code from 4-10 or 4-9.5 to work a 4–9-hour shifts totaling a 36-hour work week may do so on a one-time voluntary basis. Employees will have 10 days after a joint Labor/Management communication to the Employee to notify their manager of the requested change. Once the change is complete it will be final and

employees wishing to up code may only do so through the normal bidding process outlined in Tech CBA Article 7.

5. This agreement is non-precedent setting.
6. This LOA shall sunset/expire on September 30, 2026. The agreement may only be extended if the parties mutually agree in writing to extend.

AGREED:

For the Union:



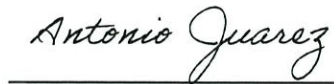
Jonathan Baker 3.27.24
Date

President
Oregon Federation of
Nurses and Health
Professionals AFT Local
5017

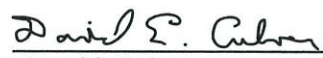
For the Employer:



Wendy Watson, MPH 03-29-24
Chief Operating Officer Date
Kaiser Permanente



Antonio Juarez, MBA 3/27/2024
Senior Administrator, Date
Surgical Specialties
Ambulatory Care and
Clinical Services
Kaiser Permanente



David Culver 3/27/24
Sr. Employee & Labor Relations Date
Consultant
Kaiser Permanente