



May 31, 2024

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

**RE: KPNW Temporary Incentive for STEC & Dobutamine Treadmill Studies in Cardiology**

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 Cardiology department to pick up additional STEC and Dobutamine studies above their coding. The scope of this LOU is limited to Allied Health Clinicians (Nurse Practitioners and Physician Assistants) who work in the Cardiology Department and who are trained to provide Treadmills. The goal of this program is to provide an incentive to trained Cardiology NPs and PAs to complete additional Treadmills (as described below) in 2024.

AGREEMENT

The parties agree to the following:

1. This Letter of Agreement (“LOA”) applies only to Cardiology Nurse Practitioners (NP) and Physician Assistants (PA) (collectively “ACs”) OFNHP Professional Bargaining Unit Members who work above their coded hours to perform a STEC or Dobutamine Treadmill study.
2. Eligibility:
  - a. Nurse Practitioners or Physician Assistants who work in the Cardiology Department and who are trained to STEC and Dobutamine Treadmills will receive an incentive of 1.5x base hourly rate for all STEC and Dobutamine Treadmill studies above their coding.
  - b. Training: Any Cardiology ACs who are not trained will be given the opportunity to train in management’s discretion as dictated by operational need and as staffing allows. Training will be paid 1.5 x base hourly rate to train for 1 shift. Any additional training time needed (in management’s discretion) will be paid at base hourly rate.
  - c. Cardiology AC training volunteers will be selected in seniority order.



- d. Training cannot replace any core hours.
  - e. Shifts will be granted based on seniority and until backlog of STEC and Dobutamine studies have been completed up until 12/31/24.
3. Compensation
- a. 1.5x base hourly rate for all hours worked on unfilled Dobutamine and SETC Treadmill Studies above coding.
  - b. Such incentive shifts (as determined by management) will be provided to staff at the time the schedule is released. Whether to offer incentive shifts is in management's sole discretion.
  - c. Incentive shifts will align with any departmental agreements related to staffing. All eligible Cardiology ACs (see section 2 above) will have the opportunity to bid for incentive shifts.
  - d. All qualifying shifts beyond the eligible employees coded hours will be eligible for the incentive pay if the shift occurs during the qualifying period: LOA execution until 12/31/24, regardless of when the shift was awarded.
4. Process:
- a. Incentive shifts will be awarded by departmental seniority up until seven (7) days prior to scheduled shift.
  - b. Incentive shifts that remain available less than seven (7) days prior to shift, will be awarded on a first come first served basis amongst qualified Cardiology ACs.
5. This agreement is non-precedent setting.
6. This LOU shall be effective from the date it is fully executed through December 31, 2024.
7. By accepting an incentive shift that would create less than a 12-hour rest period between scheduled shifts, the employee waives this right if applicable.
8. If a Cardiology AC calls out unavailable on the same day or within the same period or leaves a shift early (excluding a legally protected absence) the employee will not be eligible for these incentive shifts during that pay period.
9. The award of this incentive will be additive to any criteria in the CBA and active LOU(s) regarding incentive pay or differentials.



**AGREED:**

For the Union:

*Sarina K. Roher* 6/3/2024  
Sarina Roher Date  
President  
OFNHP  
Local 5017

For the Employer:

*Rachael Gingrich* 5/31/2024  
Rachael Gingrich Date  
Senior Administrator  
KPNW

DocuSigned by:

*Kristen Rohde* 6/3/2024  
Kristen Rohde Date  
Contract  
Specialist  
OFNHP Pro

*Ismail Pekin* 5/31/2024  
Ismail Pekin Date  
Sr. Employee and Labor Relations Consultant  
KPNW

*Wendy Watson* 6/4/2024  
Wendy Watson Date  
Chief Operating Officer  
KPNW