



January 2025

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

RE: WMC OR RNFA Incentive

BACKGROUND

Kaiser Foundation Health Plan of the Northwest ("Employer" or "KPNW") and Oregon Federation of Nurses and Health Professionals, Local 5017 ("OFNHP-RN") And ("OFNHP-Tech") (collectively, "the parties") are parties to a collective bargaining agreement ("CBA"), which covers a temporary incentive to fill open, available standby shifts in the WMC OR.

AGREEMENT

1. This Letter of Agreement ("LOA") applies only to RN and Tech employees designated in the First Assist role in the WMC OR. Described as an employee thereafter.
2. The maximum required standby shifts for RNs and Techs are one (1) shift Monday through Friday and two (2) weekend shifts every four (4) weekends.

Once the maximum obligations are met by the workgroup, incentive-eligible shifts are defined as open and unfilled standby shifts and the incentive will be paid as follows:


- a. If an employee makes themselves available for an open, unfilled standby shift (above contractual obligations) they will receive
 - i. \$200 for each additional standby day shift
 - ii. \$400 for each additional standby night shift
 - b. If the employee works callback during the additional standby shift, they will also receive double-time pay.
3. Parties recognize this is a temporary incentive. Double-time pay will be paid out for the pay period worked with its corresponding paycheck. Extra dollar amounts will be paid out as a lump sum within two pay periods following the expiration of this agreement. In the event of an extension, a lump sum payment will be made within two pay periods after the end of each agreement.
 4. On-call employees must be scheduled for their on-call availability requirements prior to being eligible to receive this incentive for additional shifts on standby.



5. Existing contractual language regarding stacking of overtime/premium pay shall apply. There shall be no duplication of the double-time incentive.
6. If an employee calls out unavailable for a standby shift that would otherwise be eligible for the incentive described in this LOA (excluding legally protected absences) the employee will not be eligible for the incentive for that standby shift.
7. This LOA shall be effective January 1, 2025, upon signing and through March 31, 2025. This LOA will automatically expire on March 31, 2025, unless the parties meet and mutually agree 30 days prior to expiration.
8. This agreement is non-precedent setting.


AGREED:

For the Union:

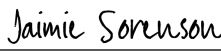
Signed by:

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 1/7/2025 | 10:20 AM PST

 Nicholas Eng, Date
 Executive Secretary
 OFNHP Local 5017

For the Employer:

Signed by:

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 1/7/2025 | 11:52 AM PST

 Trevor Franklin, MHS, MBA Date
 Senior Administrator
 Ambulatory Care Operations
 and Regional Labor Engagement
 Strategy

Signed by:

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 Jaimie Sorenson Date
 Sr. Employee and Labor Relations
 Consultant
 Kaiser Permanente