

LABOR  
SIGNS  
KAISER PERMANENTE

MANAGEMENT  
Signature: Jonathan Donchowsky  
TENTATIVE AGREEMENT  
11-19-25 4:35  
Signature: Rachael Gingrich

Kaiser Foundation Hospitals/Health Plan of the Northwest

Distributed via hand on DATE: 11-19-25 at Time: \_\_\_\_\_  
Management reserves the right to modify this proposal

The updated language will be effective the first full pay period that begins 120 days post ratification.

*Sunset LOU 2008: Issues Left Unresolved from Professional Bargaining Unit 2005 Negotiations*

Clean Language

#### E. Shift Differentials

Differential pay is available to employees in accordance with the following. Work groups who work varying shifts shall determine under joint-decision-making the best mix of day, evening and night shifts to address the work being done.

1. Employees eligible for an evening or night shift differential shall receive a shift differential for all hours paid.
2. For the purpose of determining shift differential pay, the following shall be recognized shifts.
  - Day Shift: 0700-1500
  - Evening Shift: 1500-2300
  - Night Shift: 2300-0700
3. Shift differential for employees will be in effect if a majority of hours of an employee's shift falls within the standard shift time, in which case the appropriate shift differential will be paid for the entire shift. If the hours worked fall equally between the two shifts, the employee will be paid at the higher differential.
4. Applicable shift differentials shall be included in vacation, sick leave, bereavement leave, holiday pay, and overtime hours worked.
5. Differentials will be additive if more than one criteria apply to those hours worked (for example, the night of a holiday).

## Response to Union Proposal

### E. Shift Differentials

Differential pay is available to employees in accordance with the following. Work groups who work varying shifts shall determine under joint-decision-making the best mix of day, evening and night shifts to address the work being done.

Differential pay is available to employees in accordance with the following. Work groups ~~who work with~~ varying shifts shall determine ~~under joint-decision-making the best mix of day, evening and night shifts to address the work being done~~ ~~the optimal mix of day, evening, and night shifts to address demand, using joint-decision-making processes.~~

1. ~~An employee working a shift of four or more hours starting at or after 1200, and ending after 1800 shall receive the evening shift differential. An employee working a shift of four or more hours starting before 0600 shall receive the night shift differential. Employees eligible for an evening or night shift differential shall receive a shift differential for all hours paid.~~

- 2.
3. For the purposes of determining shift differential pay, the following shall be recognized shifts, ~~but does not preclude management's ability to include other shift times:~~

Day Shift: 0700-1500

Evening Shift: 1500-2300

Night Shift: 2300-0700

2. ~~Eligibility for night-shift differential occurs if the majority of the hours occur between midnight and 0800. Shift differential for employees will be in effect if a majority of hours of an employee's shift falls within the standard shift time, regardless of shift length, in which case the appropriate shift differential will be paid for the entire shift.~~ If the hours worked fall equally between the two shifts, the employee will be paid at the higher differential.

3. ~~Applicable shift differentials shall be included in vacation, sick leave, Education, Bereavement leave, holiday pay, and overtimes hours worked. all hours worked.~~ b

3. Differentials will be additive if more than one criteria apply to those hours worked (for example, the night of a holiday).

4. The following differentials above the employee's hourly equivalent rate of pay will apply:

i) Dedicated Urgent Care AC's: \$8.00 per hour

5. Health Educators will be paid a \$50 stipend for all Worksite Health Fairs or Onsite interventions that require the employee to be present on site at or before 7am.