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Jonathan Donohue
Kaiser Foundation Hospitals/Health Plan of the Northwest
Distributed via hand on DATE: 9-26 at Time: 12:35
Management reserves the right to modify this proposal

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

The advanced certification differential will paid as a separate differential and not as an embedded rate.

Article 2 – Definitions

F. Clinical Specialist

At times there may be a business need for program development requiring the expertise of an employee(s) holding an advanced certification. If an employee is identified by the majority of the affected workgroup and Management to serve as a clinical specialist, there may be time held to support the additional work. Duties may include in-service to employees, clinical skill building, developing and updating clinical guidelines, consultation and/or co-treating with employees.

Article 5

Advanced Certification Differential

Employees with a KP approved advanced certification recognized by a national organization and working in that area of certification shall be paid a differential of two dollars (\$2.00) per hour (regardless of the number of certifications) for all hours worked using TIME form 3341. A complete list of approved advanced certifications, developed in partnership and approved by the Employer shall reside in appendix _____. Employees holding an approved advanced certification will notify their manager in writing at the time of certification and provide evidence of certification. The employee must maintain all educational and other requirements to keep the certification current in good standing. Certification pay will be effective within 30 days of submission of documentation and approval by management. Certification pay will cease if employee allows advanced certification to lapse.

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Appendix for Approved Advanced Certifications:

This appendix was created in collaboration between Management and Labor. Management and Labor use the following criteria when creating the following list:

- Regulated by a recognized professional organization/entity.
- Requires continuing education/coursework specific to the clinical specialty.
- Requires an exam, supervision, and/or consultation.
- Must be recertified at a regular interval via an exam, additional continuing education, coursework, supervision and/or consultation.
- Relevant to the employees' clinical work at KPNW.

~~This list includes all approved certifications. Any additional certifications must be approved by both Labor and Management. This list is not exhaustive and new certifications may be considered if both parties are in agreement and all qualifying criteria are met.~~ At the time of ratification the below list includes all approved certifications. New certifications may be considered if both parties are in agreement and all qualifying criteria are met.

Approved Certifications:

Dietitians:

Certification:	Regulatory Entity:
Certified Eating Disorder Specialist (CEDS-C)	International Association of Eating Disorder Professionals (IAEDP)
Certified Intuitive Eating Counselor	Intuitive Eating Professionals
Integrative and Functional Nutrition Certified Practitioner (IFNCP)	Integrative Functional Nutrition Academy
GEI WPATH Certification	The World Professional Association for Transgender Health

Health Educators:

Certification:	Regulatory Entity:
Certified Health Educator Specialist	National Commission for Health Education Credentialing
GEI WPATH Certification	The World Professional Association for Transgender Health

Mental Health Clinicians:

Certification:	Regulatory Entity:
Biofeedback Advanced Certification / Specialist	Biofeedback Certification International Alliance (BCIA)
Certified Brainspotting Practitioner	Brainspotting Trainings, LLC
Certified Case Manager (CCM)	Commission for Case Manager Certification

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Certified in Dialectical Behavioral Therapy	DBT-Linehan Board of Certification
Certified Eating Disorder Specialist (CEDs-C)	International Association of Eating Disorder Professionals (IAEDP)
Certified Pain Educator	American Society of Pain Educators
EMDRIA Certified Therapist	EMDRIA
GEI WPATH Certification	The World Professional Association for Transgender Health
Internal Family Systems Certification	IFS Institute
Pediatric Primary Care Behavioral Health	University of Michigan
Perinatal Mental Health (PMH-C)	Postpartum Support International

Nurses:

Certification:	Regulatory Entity:
American Case Manager Association Certification (ACM - RN)	American Case Manager Association
Certified Case Manager (CCM)	Commission for Case Manager Certification
Certified Clinical Transplant Coordinator	American Board of Transplant Certification
Certified Professional in Healthcare Quality (CPHQ)***	National Association for Healthcare Quality (NAHQ)
GEI WPATH Certification	The World Professional Association for Transgender Health

NP/CNM's (Advanced Practice Nurses):

Certification:	Regulatory Entity:
Certificate in Thanatology or Fellowship in Thanatology	Association for Death Education and Counseling
Certified Eating Disorder Specialist (CEDs-C)	International Association of Eating Disorder Professionals (IAEDP)
Certified Pain Educator	American Society of Pain Educators
Emergency Nurse Practitioner Certification	American Academy of Nurse Practitioners
GEI WPATH Certification	The World Professional Association for Transgender Health
HIV Specialist (AAHIVS)	American Academy of HIV Medicine
International Board-Certified Lactation Consultant (IBCLC)	International Board of Lactation Consultant Examiners (IBLCE) and IBCLC Commission
Midwife Surgical First Assist	American College of Nurse-Midwives
Wound Care Certification	National Alliance of Wound Care and Ostomy

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Occupational Therapists:

Certification:	Regulatory Entity:
Certified Hand Therapist	American Society of Hand Therapists
International Board-Certified Lactation Consultant (IBCLC)	International Board of Lactation Consultant Examiners (IBLCE) and IBCLC Commission
GEI WPATH Certification	The World Professional Association for Transgender Health
Neuro-Developmental Treatment Certification	NDTA
Certified Pain Educator	American Society of Pain Educators
Pelvic Rehabilitation Practitioner Certification (PRPC)	Herman and Wallace.
Vestibular Assessment and Management Certification	The American Institute of Balance
Fellow of the American Board of Vestibular Rehabilitation	American Board of Vestibular Rehab

PA's (Physician Associates/Assistants):

Certification:	Regulatory Entity:
Cardiovascular and Thoracic Surgery (CVTS)	National Commission on Certification of Physician Assistants (NCCPA)
Certificate in Thanatology or Fellowship in Thanatology	Association for Death Education and Counseling
Certified Eating Disorder Specialist (CEDS-C)	International Association of Eating Disorder Professionals (IAEDP)
Certified Pain Educator	American Society of Pain Educators
Dermatology	National Commission on Certification of Physician Assistants (NCCPA)
GEI WPATH Certification	The World Professional Association for Transgender Health
HIV Specialist (AAHIVS)	American Academy of HIV Medicine
Nephrology	National Commission on Certification of Physician Assistants (NCCPA)
OBGYN	National Commission on Certification of Physician Assistants (NCCPA)
Orthopaedics	National Commission on Certification of Physician Assistants (NCCPA)
Palliative Medicine and Hospice Care	National Commission on Certification of Physician Assistants (NCCPA)
Pediatrics	National Commission on Certification of Physician Assistants (NCCPA)

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Wound Care Certification	National Alliance of Wound Care and Ostomy
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Physical Therapists:

Certification:	Regulatory Entity:
Board Certified Geriatrics Clinical Specialist	APTA
Board Certified Neurology Clinical Specialist (NCS) or Neuro Practitioner (CNP)	APTA
Board Certified Oncology Clinical Specialist	APTA
Board Certified Orthopedic Clinical Specialist (OCS) Board Certified Pediatric Clinical Specialist	APTA
Board Certified Specialist in Swallowing & Swallowing Disorders – Adult or Pediatric (BCS-S)	American Board of Swallowing and Swallowing Disorders
Board Certified Sports Clinical Specialist (SCS)	APTA
Board Certified Women's Health Clinical Specialist	APTA
Board Certified in Wound Management Clinical Specialist	APTA
Certified Lymphedema Therapist (CLT-LANA) Or Complete Decongestive Therapy (CDT)	Lymphology Association of North America
International Board-Certified Lactation Consultant (IBCLC)	International Board of Lactation Consultant Examiners (IBLCE) and IBCLC Commission
GEI WPATH Certification	The World Professional Association for Transgender Health
McKenzie Diplomat: Mechanical Diagnosis and Therapy (MDT) – CERT or DIP level	McKenzie Institute
Neuro-Developmental Treatment Certification	NDTA
Certified Pain Educator	American Society of Pain Educators
Pelvic Rehabilitation Practitioner Certification (PRPC)	Herman and Wallace
Vestibular Assessment and Management Certification	The American Institute of Balance
Fellow of the American Board of Vestibular Rehabilitation	American Board of Vestibular Rehab

Speech Language Pathologists:

Certification:	Regulatory Entity:
International Board-Certified Lactation Consultant (IBCLC)	International Board of Lactation Consultant Examiners (IBLCE) and IBCLC Commission

GEI WPATH Certification	The World Professional Association for Transgender Health
Neuro-Developmental Treatment Certification	NDTA
Board Certified Specialist in Swallowing & Swallowing Disorders – Adult or Pediatric (BCS-S)	American Board of Swallowing and Swallowing Disorders

Social Workers:

Certification:	Regulatory Entity:
American Case Manager Association Certification (ACM-SW)	American Case Manager Association
Biofeedback Advanced Certification / Specialist	Biofeedback Certification International Alliance (BCIA)
Certified Clinical Transplant Social Worker (CCTSW) or Certified Clinical Transplant Social Worker - Mechanical Circulatory Support (CCTSW-MCS)	Society for Transplant Specialists
Certified Eating Disorder Specialist (CEDS-C)	International Association of Eating Disorder Professionals (IAEDP)
Certified Pain Educator	American Society of Pain Educators
Certificate in Thanatology or Fellowship in Thanatology	Association for Death Education and Counseling
Certified Oncology Social Worker (OSW-C)	Board of Oncology Social Work Certification
GEI WPATH Certification	The World Professional Association for Transgender Health
Perinatal Mental Health (PMH-C)	Postpartum Support International
Advanced Palliative Care and Hospice Social Work Certificate (APHSW-C)	The Hospice and Palliative Credentialing Center
Advanced Certification in Hospice and Palliative Care Social Work (ACHP-SW)	National Association of Social Workers

Chaplains:

Certification:	Regulatory Entity:
Certificate in Thanatology or Fellowship in Thanatology	Association for Death Education and Counseling

~~*** UBT Coleads, Improvement Advisors, Alliance Partnership Representatives and Labor Partners champion quality through partnership processes and the GPHQ directly applies to the work they do for the organization.~~

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