



KAISER PERMANENTE

Distributed via hand on DATE: 4/11/2025 at Time: 2:15  
Management reserves the right to modify this proposal

*4/11/2025 5:38 pm*

2<sup>nd</sup> Management proposal  
"Sabbatical Counter Proposal"

*Eligible Amex Cr*  
*JK*

**Amend Appendix E:**

**Appendix E**

**Sabbaticals**

**Summary:** Sabbatical leave is a significant block of time for a health professional to pursue professional medical education goals or medical social service goals. If a Sabbatical is primarily for educational purposes, that training should be performed at an institution that provides accredited medical education or other acceptable setting. See Article 13G-Sabbatical Leave of 2002 contract.

**Purpose:** The purpose of the Sabbatical leave is to enhance the recipient's ability to contribute to Kaiser as a Health Professional, Researcher, or to perform significant social service. They are an investment of Kaiser funds designed to increase the efficiency of the Health Professional Group.

**Eligibility:** OFNHP Professionals who work a minimum of 50 percent of a full-time schedule are eligible for Sabbatical Leave after seven years of consecutive service in the Northwest Region. An employee will submit a Sabbatical Leave Request form to their manager and the Professional Bargaining Unit Chair (or designee) for consideration. The Sabbatical leave request will be approved if found to be in alignment with Sabbatical purpose. After approval of the Sabbatical by the local workgroup, manager and Professional Bargaining Unit Chair (or designee), the Sabbatical request must be submitted in advance, to the Human Resources Education Department. The Department Human Resources will notify the Health Professional and manager when the Sabbatical is approved (see also "Procedure" on next page). The proposal must include the beginning and ending dates of the Sabbatical, location, facility and a description of the professional education and/or social service that will occur.

**Compensation:** Health Professionals on authorized Sabbatical receive 50 percent of their expected compensation for up to six months in addition to a pro-rated TEAM payment and benefits. Expected compensation is defined as the employee's current base salary. All Sabbatical pay will be prorated based on the FTE level of the Health Professional one year



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prior to taking Sabbatical. An employee can work for Kaiser during their Sabbatical. But the employee during the Sabbatical cannot work more hours per month (actual hours worked + sabbatical time) than the average hours per month over the last 12 months, unless the employee is needed to provide adequate staffing. Health Professionals on authorized Sabbatical leave will accrue PTO, ESL, CME, and Plan A pension credit based on coded hours. Plan B contributions will be based on actual pay received. Medical and Dental will continue based on coded hours according to the contract. PTO and ESL may not be used when employee is on Sabbatical except to replace scheduled hours if employee is also working hours for Kaiser Permanente. If employee is ill or injured to extent Sabbatical cannot be continued, employee should notify Supervisor to end Sabbatical and return employee to regular employment and benefit status.

**Repayment:** A Health Professional who terminates from Kaiser Health Plan for any reason, within 12 months after returning from a Sabbatical will be required to repay a portion of salary received during the Sabbatical on demand, without interest. The portion of total salary paid during the Sabbatical will be prorated to the fraction of the 12 months the Health Professionals failed to remain with KAISER HEALTH PLAN.

**Termination or Retirement:** Since Sabbatical Leave is not accrued, there is no payout at retirement nor termination.

**Malpractice Insurance:** Health Care Professionals intending to practice for another organization while on Sabbatical should require that institution to provide malpractice insurance and provide documentation of same with the Sabbatical application.