

TA 9-5-25  
5:30 PM

LABOR  


KP  


~~Black Underlined/cross through words~~ - agreed upon language changes

Yellow highlight - management counter/new language changes

Red strike through - disagree upon language changes/need revision

## Labor Counter Proposal 9/5/25

### Article 5 H. Urgent Care Premium Pay Program

#### Urgent Care Premium Pay Program

This proposal opens Article 5, section H to clarify and modernize the language. This proposal incorporates aspects of the 2022 PC Holiday Rotation LOUs and will sunset this if accepted. Management reserves the right to make additional proposals to such article to address further interests.

#### H. Urgent Care - Premium Pay Program

All Nurse Practitioners and Physician Assistants / Associates (NP/PA) who work in the departments of Family Practice and Internal Medicine may be required to work in Urgent Care Clinics (UCC) on weekends and are required to work holidays in UCC as established in work unit's service area. Family Practice and Internal Medicine NP/PAs may be expected to participate in the standby back-up rotations for the Urgent Care Clinics.

1. Pay Practice Guidelines [formatting changes from original "a)" to new "a." and "e)" to "c)" due to striking "c)" and "d)"]
  - a. Any Primary Care NP/PA who works evening or weekend UCC shifts will receive an \$8/hour premium in addition to their regular pay. Such employees will receive a twelve dollar (\$12.00) per hour premium when working a UCC shift on a holiday on the same basis as holiday pay as outlined in Article 5F.
  - b. All differentials and the remainder of the Pay Practices Guidelines apply.
  - c. ~~Regular and on-call Nurse Practitioners and Physician Assistants qualify for the UCC premium. Nurse Practitioners and Physician Assistants working in Internal Medicine, Family Practice, Emergency Centers, and Pediatrics qualify for the UCC premium.~~
  - d. ~~The Urgent Care Premium rate is paid for all hours worked on weekday evenings, weekends, and holidays. Weekday urgent care premium is paid for work Monday through Friday, 1800 to 0700.~~
  - e. NP/PAs will be paid for all hours of direct patient care in UCC that extend beyond their usual shift in 15-minute increments.

- f. Shifts mandated above and beyond what are outlined in the following sections will receive compensation at twice the regular hourly rate for that shift, plus shift differentials and pay premiums that apply. There is also a guarantee of a minimum of 3 hours per call-in regardless of hours worked.

2. Scheduling **Primary Care NP/PAs in** Urgent Care ~~Weeknight and Weekend Shifts~~

[recommend formatting change numbering each section instead of having intermittent non-numbered sections {under section 2, 2b), and 2b)2} and update "a)" to "a."]

- a. Each urgent care location will continue its current UCC scheduling practices. Changes to current practice may be implemented via the LMP process as defined by the National Agreement (see sections: Issue Resolution & Corrective Action).
- ~~b. Urgent Care Weeknight Shifts Primary Care Nurse Practitioners and Physician Assistants will be expected to work weeknight urgent care shifts as part of their base schedule unless they request to work weeknight shifts above their base schedule for extra compensation.~~
  - ~~a) Nurse Practitioners and Physician Assistants working .65 FTE or greater in Primary Care will be expected to potentially shift up to three hours from daytime clinic into evening urgent care clinic each week.~~
  - ~~b) Nurse Practitioners and Physician Assistants working less than .65 FTE in Primary Care will be expected to potentially shift up to three hours from daytime clinic into evening UCC other week.~~

[formatting change "3)" to "b."]

~~c.~~ Adjusting **Primary Care** Clinic Schedules to Accommodate ~~Weeknight~~ UCC **shifts**:

[formatting change reduce indent and change from "a." to "1)"]

- a) **NP/PAs** are required to have a minimum of a 12-hour rest between mandatory scheduled shifts unless the NP/PA waives this right.
- b) **Clinic schedules will start later on the day of or the morning after an UCC evening shift is worked by an APP Nurse Practitioner or Physician Assistant is scheduled to work a weeknight UCC shift.**
- c) Other arrangements for time out of clinic can be made on an individual basis with prior approval by **Health Plan** supervisor per clinic scheduling process. This time out of clinic cannot be accrued and must be taken within the same pay period as the UCC shift.



d) Primary Care PA/NPs working mandatory **weekend** UCC shifts may remain FTE neutral in their base schedule for the pay period. This time may be taken in full shifts or partial shifts at the employee's discretion. If the employee chooses to work that day, the employee will be paid extra compensation per contractual pay practices.

~~e) Primary Care NP/PAs working mandatory **UCC weekend** shifts have a regular weekday shift "off" within a two-week period at the employee's discretion. If the employee chooses to work that day, the employee will be paid extra compensation per contractual pay practices. This request won't be unreasonably denied.~~

~~d. Scheduling travel time for weeknight UCC~~

~~a) Primary Care NP/PAs working a weeknight urgent care shift will have (paid) administrative time built into their daytime schedule to accommodate for travel time, and a 30-minute break. This accommodation will not apply if the daytime shift ends 3 hours or more prior to the start time of the after hours UCC shift. Travel time will be based on the applicable KPNW policy regulating the time allocated for travel from one facility location to another. Mileage between facilities for business is reimbursable.~~

### 3. Urgent Care **Weekend** Shifts (Adult Primary Care)

a. Primary Care **NP/PAs** may be scheduled to work weekend, **non-holiday**, urgent care shifts.

a) **NP/PAs** working .65 FTE or greater may be expected to work one (1) weekend day and be **standby back-up** one (1) weekend day per **six-month period**.

b) **NP/PAs** working less than .65 FTE may be expected to work one (1) weekend day and be **standby back-up** one (1) weekend day every other **12-month period**.

~~c) Primary Care Nurse Practitioners and Physician Assistants may be scheduled to work weekend urgent care shifts. 1) Nurse Practitioners and Physician Assistants working .65 FTE or greater will be expected to work one (1) weekend day per month and be back-up one (1) weekend day per month. 2) Nurse Practitioners and Physician Assistants working less than .65 FTE will be expected to work one (1) weekend day every other month and be back-up one (1) weekend day every other month.~~

~~d) Backup Standby~~

1) Adult Primary Care NP/PAs will provide **standby backup** coverage for their regularly scheduled UCC setting.

2) **Standby Backup** shifts will not exceed one day per six (6) month period.



- 3) For **standby Backup** shifts, NP/PAs may be called in to assist in reducing prolonged patient waits, at the discretion of the clinicians present, only after the backup physician has been called in. **Standby Backup may will** also be called to fill unscheduled absences of **NP/PAs**.
- 4) **NP/PAs activated from standby backup** will be paid for hours worked, with a minimum of three hours compensation, in accordance with the current pay practice guidelines, shift differentials and premium pay practices, **including standby pay**.
- 5) **Standby-Backup obligation will start an hour before start of shift, and end 3 hours after the start of the shift, for a total of four (4) hours.**
- 6) **Using the LMP process, local groups have the option of refining the backup system to meet specific local needs. All backup systems will be monitored to ensure effectiveness.**
- 7) ~~Backup 1) AC's may be called in to assist in reducing prolonged patient waits, at the discretion of the clinicians present, only after the backup physician has been called in. Backup will also be called to fill unscheduled absences of AC's. 2) AC's providing backup will be paid for hours worked, with a minimum of three hours compensation, in accordance with the current pay practice guidelines, shift differentials and premium pay practices. b) Standby 1) Standby shifts will not exceed one day per week, Monday through Friday, or one weekend per month. 2) Standby is paid for the entire shift. c) Using the LMP process, local groups have the option of refining the backup system to meet specific local needs. All backup systems will be monitored to ensure effectiveness. The backup system of any group which resorts to using the supernumerary list twelve or more times per year will be reviewed, and potentially modified, using an LMP process.~~

**Section 4 (NPPA UCC Supernumerary list was removed in it's entirety w/ the flow diagram – pg 20 and 21)**

### **3. Participating in the Urgent Care Holiday Rotation**

- a) **Adult Primary Care NP/PAs will be expected to fully participate in the holiday rotation. The holiday and their associated weekend are: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and December 25<sup>th</sup>.**



- b) The Primary Care NP/PA rotations may include a combination of pre-scheduled shifts and/or back up shifts over one holiday period each year. A holiday period will normally consist of three days, including the corresponding weekend shifts that surround the holiday. If a holiday falls mid-week, then the holiday period consists of one day. If a holiday falls within one day of a weekend, and the intervening day is declared a clinic closure day, then the holiday period will consist of those four days. If the holiday falls on a Monday or a Friday, the holiday period will consist of three days. Holiday pay only applies to the actual holiday.
- c) The holiday rotation obligation is limited to one day per holiday period per year regardless of status (e.g. full time, part time, float)
- d) Holiday schedules may be filled with volunteers; volunteering above and beyond one's own Holiday Rotation does not waive the assigned holiday obligation. An NP/PA assigned to the Holiday Rotation is given preference over volunteers.
- e) Trading holidays is an accepted practice but will need to be individually arranged between NP/PAs.
- f) Primary Care NP/PAs will be permitted to comp off if they work a holiday or a day within the holiday period.
- g) Primary Care NP/PAs will be pre-assigned holidays and associated holiday periods on a rotating basis. Holiday obligation will be rotated year to year for the holiday they are assigned. Rotation will occur from a later holiday to the next earliest holiday (e.g. scheduled July 4<sup>th</sup> year one would result in Memorial Day obligation year two)
- ~~h) To accommodate the addition of Martin Luther King Jr. Day in 2023 the following adjustments will be made:~~
- i) Primary Care NP/PA's will be rotated within the list for their holiday with the NP/PA at the top of the list being called first. If scheduled to work, the Primary Care NP/PA would be moved to the bottom of the list for the next year.
- j) Effort will be made to schedule Primary Care NP/PAs at the closest UC site to their duty station.
- k) Primary Care NP/PA's will not be required to contribute to the holiday rotation until their Probationary Period has been completed. ~~after six months of employment.~~
- l) The holiday rotation list will be updated prior to each holiday schedule build. Eliminations from the list due to departures will be made and additions will be added to areas that have the least number of available Primary Care NP/PAs. The



holiday rotation document will be shared at least annually. Additional will be made to the bottom of the list where operational need dictates.

- m) If Primary Care NP/PAs do not fulfill the holiday obligation that they are scheduled to work, they will remain at risk for an additional holiday period at the discretion of management over the next 12-month period.
- n) NP/PAs will not be expected to work a Holiday Rotation and mandatory UCC weekend shift in the same month.

~~4. 5. Participating in the Urgent Care Holiday Rotation a) Adult Primary Care: Adult primary care Nurse Practitioners and Physician Assistants will be expected to fully participate in the holiday rotation. The following holidays are recognized: New Years Day, MLK Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or December 25. All Primary Care Nurse Practitioners and Physician Assistants will participate in one full holiday rotation per year regardless of whether working full-time, part-time or on-call. OFNHP Professional Unit 2021-22 The Primary Care NP/PA rotation will include a combination of scheduled shifts and/or back-up shifts over one holiday period each year. A holiday period will normally consist of three days including the corresponding weekend shifts that may surround this holiday. If a holiday falls mid-week, then the holiday period consists of one day. If a holiday falls within one day of a weekend, and the intervening day is declared a clinic closure day, then the holiday period will consist of those 4 days. 1) The holiday will be rotated each year so that no one is scheduled to work the same holiday period more than once every six years. 2) Holiday shifts will be considered a weekend shift for purposes of meeting the weekend UCC shift obligation. That is, a Nurse Practitioner or Physician Assistant can expect to have met their weekend obligation in a month that they worked their holiday rotation. b) Pediatrics: All Pediatric Nurse Practitioners and Physician Assistants are at risk for being scheduled to work UCC holiday shifts. 1) Scheduling the holiday Pediatric Nurse Practitioners and Physician Assistants will be equally at risk as pediatricians for working UCC on Thanksgiving and December 25. Schedulers will maintain a list of equal at risk and equal scheduling on those days. a. Holiday schedules will first be filled with volunteers. b. The actual holiday will then be scheduled from a supernumerary list combining Nurse Practitioners and Physician Assistants and pediatricians. Each holiday will have a separate supernumerary list. c. Any Nurse Practitioner or Physician Assistant not scheduled to work on the actual holiday will be scheduled to work over the holiday weekend. Northwest Permanente physicians will fill any remaining unfilled shifts. 3) Trading holidays is an accepted practice but will need to be individually arranged between Nurse Practitioners and~~

~~Physician Assistants. 4) Pediatric holiday shifts do not count as weekend shifts and are over and above the 12 weekend shift annual maximum.~~

4. Distribution of Urgent Care Hours

a. Hours will be distributed in the following order:

- 1) Dedicated UCC staff
- 2) Primary Care staff filling ~~mandatory UCC shifts~~ remaining available shifts; these will be distributed to interested NP/PA in order of seniority, first to coded staff and then to on-call staff
- 3) After regular and on-call NP/PA have been assigned/offered shifts, then the remaining shifts will be posted for moonlighters.

5. Meal Breaks

- a. It is customary to allow time for appropriate meal breaks during an urgent care ~~after-hours~~ shift. This time would be compensated as time worked.

