

## LETTER OF UNDERSTANDING

between

KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST

and

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS LOCAL 5017 –  
LABORATORY PROFESSIONALS

### **BACKGROUND**

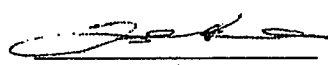
Kaiser Foundation Health Plan of the Northwest ("Employer" or "KPNW") and Oregon Federation of Nurses and Health Professionals Local 5017 – Laboratory Professionals ("Union" or "OFNHP - Lab Pro") (collectively, "the parties") are parties to a collective bargaining agreement ("CBA") covering Laboratory Professional Bargaining Unit employees. This Letter of Understanding ("LOU") is intended to incentivize Medical Technologists in the bargaining unit to pick-up Inpatient Night Time Incentive Shifts, as defined below.

### **AGREEMENT**


- 1) This LOU only applies to OFNHP represented employees in KPNW under the Laboratory Professionals bargaining unit in the Medical Technologist job classification.
- 2) Temporary Extra Incentive Shifts are defined as Night hours (2030-0700) at Sunnyside Medical Center or Westside Medical Center.
- 3) Incentive Shifts will be paid at a double-time rate of pay.
  - a) Volunteers must be qualified to perform the work.
  - b) Only the Night shifts identified by Management will qualify for this incentive (not every night shift will be designated as an incentive shift).
  - c) Employees must provide availability in accordance with the current CBA requirements before being eligible for a pre-scheduled double time shift/incentive.
  - d) The parties recognize this is a temporary incentive. Should the Union have concerns about scheduling of shifts, the parties agree to meet promptly to review the situation.
  - e) If an employee calls out unavailable to work a shift (excluding a legally protected absence) the employee will not be eligible for the double time shift incentive during that pay period.
  - f) This incentive does not apply to incremental time less than one hour before or after a regularly scheduled shift. There shall be no duplication of overtime premium pay, incentives, etc. If multiple pay rates/incentives are applicable to an employee's time worked, only the higher of the applicable rates shall apply.
- 4) This agreement is non-precedent setting.


5) This LOU is effective upon signature by all parties. The duration of this agreement applies to shifts worked from the date all parties sign until June 30, 2023 or until all Medical Technologist vacancies are filled and trained, whichever is sooner.


**For the Union**

 4.11.23  
Date  
Jonathon Baker  
President OFNHP  
Local 5017

**For the Employer**

 04-12-23  
Date  
Wendy Watson  
Chief Operating Officer  
KPNW

 4/12/23  
Date  
Maura Choppala  
Director, Regional Inpatient Laboratory Svcs Operations  
KPNW

 4/12/2023  
Date  
Emily Gaffney  
Sr. Employee & Labor Relations Consultant  
KPNW