

LETTER OF UNDERSTANDING
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST (“Employer” or “KPNW”)
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS (“Union” or
“OFNHP” LOCAL 5017)

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) is a party to a collective bargaining agreement (the “CBA”) with Oregon Federation of Nurses and Health Professionals, Local 5017 (“the Union” or “OFNHP”) (collectively “the parties”) covering Professional Bargaining Unit employees. This LOU is intended to incentivize members of the Professional Bargaining Unit who pickup any unfilled shifts above the bargaining unit member’s coded hours within the Skilled Nursing Facility (SNF) Department.

- I. Eligibility:
 - a. All coded OFNHP Professional Bargaining Unit Members who pick up unfilled shifts above their coding.
 - b. Only shifts in the SNF Department will qualify.

- II. Compensation:
 - a. \$45 per hour (Forty-five Dollars per hour) for all hours worked on unfilled shifts above coding.

- III. Unfilled shifts (as determined by management) will be provided to staff at the time the schedule is released. Incentive shifts will align with any departmental agreements related to staffing. All eligible staff in department will have an opportunity to bid for incentivized shifts.

- IV. Awarding of shifts:
 - a. For coded staff:
 - i. Incentive shifts will be awarded by departmental seniority up until seven (7) days prior to scheduled shift.
 - ii. Incentive shifts that remain available less than seven (7) days prior to shift, will be awarded on a first come, first serve basis.

- V. By accepting an incentive shift that would create less than a 12-hour rest period between scheduled shifts, the employee waives this right if applicable.

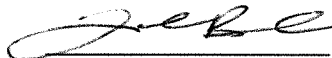
- VI. If a bargaining unit member calls out unavailable or leaves a shift early (excluding a legally protected absences) to work a regularly scheduled shift, the employee will not be eligible for these shift incentives during that pay period.

- VII. Parties recognize this is a temporary incentive. Extra dollar amounts will be paid out as a lump-sum within two pay periods following expiration of this agreement. In the event of extension, lump sum payments will be made within two pay periods after the end of each agreement.


- VIII. The award of this incentive will be additive to any criteria in CBA and LOU(s) regarding overtime, incentive pay, and other differentials.

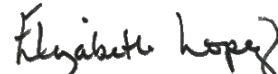
This agreement will automatically expire on March 31, 2023.

For the Union:

 2.9.23
Date
Jonathon Baker
President OFNHP
Local 5017

For the Employer:

 02-13-23
Date
Wendy Watson
Chief Operating Officer
KPNW

 2/13/2023
Date
Elizabeth Lopez
Employee & Labor Relations
KPNW