

April 3, 2023

LETTER OF AGREEMENT
Between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

RE: Urgent Care Affiliated Clinician Job Code Migration

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses and Health Professionals (“Union” or “OFNHP”) (collectively, “the parties”) are parties to a collective bargaining agreement (“CBA”), which covers Urgent Care Affiliated Clinicians (Nurse Practitioners and Physician Assistants).

AGREEMENT

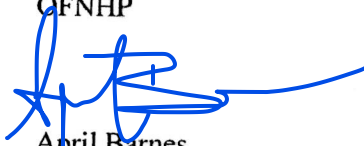
The parties agree to the following:

1. This Letter of Agreement (“LOA”) applies to the Affiliated Clinicians (NP’s and PA’s collectively “AC’s”) who are currently in a 2615 or 1257 job code and have their Core/Dedicated work assignment in the Urgent Care Department.
2. The parties agree that Urgent Care AC’s in 2615 or 1257 will be migrated to the 2080 job code. When migrated to the 2080 job code, the AC will maintain their current step in the salary scale. AC’s will eligible to receive compensation at 2080 pay scale immediately upon final signature of the LOU.
3. Urgent Care AC’s who are migrated will be required to meet the minimum qualifications of the 2080 job code within six months of the date of migration.
4. Urgent Care AC’s who are migrated to the 2080 job code will not be eligible for retroactive pay.
5. The employer agrees to pay the cost of classes needed to reach minimum qualifications for the 2080 code as well as class time for any required courses.
6. This agreement is non-precedent setting.

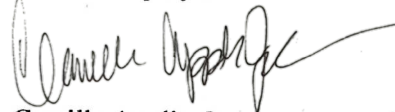
AGREED:


For the Union:


 4.18.23
Jonathon Baker
President
OFNHP
Date



April Barnes
Internal Organizer
OFNHP
Date

For the Employer:

 5/1/2023
Camille Applin-Jones
VP Ambulatory Care and Clinical Services
KPNW
Date

 4/28/23
Martina Fetter
Senior Administrator
KPNW
Date

 4/28/2023
Ismail Pekin
Sr. Employee and Labor Relations
Consultant
KPNW
Date

 5/1/2023
Wendy Watson
Chief Operating Officer
KPNW
Date