

Kaiser Permanente Northwest Region
Oregon Federation of Nurses and Health Professionals
Professional Employees

Letter of Agreement – CCS
On-Call

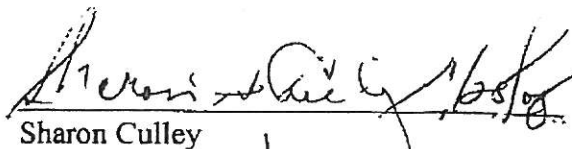
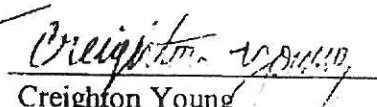
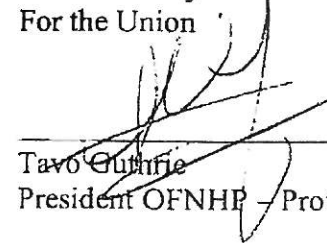
This letter of agreement applies to KP CCS Home Health/Hospice On-Call Physical Therapy (PT), Occupational Therapy (OT), and Speech Language Pathology (SLP) employees covered by the OFNHP Professional Employees Collective Bargaining Agreement. It summarizes the Interest Based Problem Solving meeting held to resolve staffing of weekends.

Differential pay of \$6.00 per hour will be paid to on-call employees, defined in Article two (2) letter C. for all hours worked in CCS. On-Call employees must be available to work at least ten (10) days per year during peak time* and two (2) weekend** days per month (PT only). The employee may request four (4) weeks of the year when they will not be required to be available. Request of the four (4) weeks of non-availability must be submitted according to CCS rules for time off.

*Peak time is June through September, the weeks before and after KP recognized holidays, and the weeks of Oregon and Washington Spring breaks.

** Employees giving Sunday availability only, will not meet the weekend availability requirement. If future need requires Occupational Therapy or Speech Language Pathologist employees to work a weekend, then on-call employees would be required to meet the weekend availability requirement.

Effective date of this agreement is the beginning of the first pay period following signature of the agreement. This agreement will be reviewed in one (1) year after effective date and at contract bargaining.

 Sharon Culley For the Union	Date	 Creighton Young Kaiser Permanente	Date
 Tavo Guffie President OFNHP – Professional Unit	Date		