

October 19, 2011

**LOU - "PHYSICAL THERAPIST (PT), OCCUPATIONAL THERAPIST (OT) Out-Patient REHABILITATION DEPARTMENT CODED FLOAT POSITION"**

Out-Patient Coded Float PT/OT Employee:

1. A Float PT/OT Employee (hereby referred to a "float employee") is defined as:
  - a. A coded part or full-time employee who has a regular fixed schedule between twenty (20) and forty (40) hours per week
  - b. Is assigned to a "home clinic"
  - c. The employee's work schedule at the home clinic will be fixed per agreement between the employee and the local manager
  - d. May not be scheduled to work at more than two sites or facilities within a single work week or assignment.
  - e. A Float employee will be scheduled per department standard current scheduling practices. Employee's schedule will not exceed 22 new evaluations, per forty (40) hour week (per April 2006 schedule revision working agreement), and will be prorated accordingly for fewer hours worked.
  - f. A Float employee will be assigned to one service area of clinics defined below and by mutual agreement may be assigned to work in a second service area:
    1. North Service Clinics which includes CIN, Orchards, Cascade Park, Montgomery Park, VNC
    2. East Service Clinics which includes MTT, SYB, KSMC, RKW
    3. Westside Service Clinics which includes Beaverton, Tualatin, MJP, Westside Hospital
    4. Salem Service Clinics which includes SKY and NLR

**ADDENDUM – Any current employee who is affected by a reduction in force and takes a float position will be offered the opportunity to retain their current work schedule if preferred.**

2. A Float Employee's primary purpose is to provide additional staffing stability and improve staffing flexibility in response to workload fluctuations and as needed for continuity of operations and improved member access to PT/OT services.

a. A Float Employee who has been regularly scheduled twenty (20) or more hours per week at any one clinic for a continuous period of 12 months or greater may request permanent coding at that clinic, and such requests will not be unreasonably denied.

12 months = coded to clinic (revert to regular employee)

3. A Float Employee may request to have his / her "home clinic" changed if consistent assignment of two (2) or more days per week at a particular clinic has occurred for a continuous period of 6 months or longer; such requests will not be unreasonably denied.

4. Float Employees will not be included in minimum staffing requirements at the clinics or facilities where they work, nor their home clinic. Float employees will be collectively looked upon as a separate PT or OT department and held to minimum staffing requirements based on the float staff in the float pool. A float pool department of two or fewer individuals will not have time off requests unreasonably denied (refer to the NWP and Health Plan Clinician/Provider Schedule Release Policy dated 1/7/2010).

5. The employer agrees to reimburse the initial one-time cost associated with obtaining a second PT or OT license for those current Kaiser Physical or Occupational Therapists who, if as part of redeployment into a Float job description, are required to practice in another state (Oregon or Washington) than where they currently practice.

6. Kaiser Physical or Occupational Therapists in coded Float positions will be compensated for additional mileage if they are required to travel > 30 miles from their coded home clinic and per the language of article 5.F 1.

a. Mileage compensation will only be reimbursed for those days in which an employee actually works

b. Mileage reimbursement rates as per employer's mileage reimbursement policy and in alignment with IRS guidelines

c. Kaiser NW Physical or Occupational Therapists who were initially hired into a permanent coded clinic position, who are affected by a reduction in force, resulting in acceptance of a float position, will be considered home based employees coded to the existing clinic for the first 6 months after their first float day. The employee is eligible for additional commute miles per mileage reimbursement policy for this initial 6 month period. After the first 6 month period the employee is considered a non-home based employee per same mileage policy.

7. Parties agree to review the above "Float Position" semi-annually after the implementation date and make necessary adjustments using an LMP process and joint staffing. If a change to this agreement is imminent, the parties will meet to negotiate how labor is affected.

8. All current local and national contract language, working documents and working conditions apply unless further explained in this agreement.

**AGREED:**

Stacey Moret 10/20/11  
Stacey Moret Date  
Regional Practice Administrator  
Kaiser Permanente

Jocelyn Pitman 10-19-11  
Jocelyn Pitman Date  
Internal Organizer  
OFNHP

Julia Williams 10/21/11  
Julia Williams Date  
SR. HR Consultant  
Kaiser Permanente

Denise McKay 10-19-11  
Denise McKay Date  
Contract Specialist  
OFNHP Professional Bargaining Unit