

Kaiser Permanente Northwest Region
Oregon Federation of Nurses and Health Professionals
Registered Nurses

Letter of Agreement - CCS (DAB)

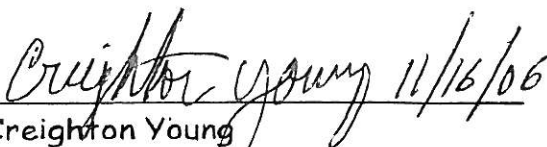
On-Call Language Change

Article 7 Employee Category Definitions

C. On-call Employee

An On-call employee is one who is coded zero (0) hours, has no permanent work assignment, and who is employed to work on an intermittent work basis.

1. In-patient: On-call employees will be required to be available to work a minimum of four (4) shifts per quarter at least two (2) of which shall be weekends. For those units/facilities which have no weekend shifts, there will be no weekend requirement. *CCS on-call employees who were hired before 5/1/06 will have no weekend requirement.*
2. Out-patient (no change)
3. Out-patient casual (no change)
4. *CCS On-call for those employees hired after 5/1/06: On-call employees must be available to work at least two (2) days per week and one (1) weekend per month except during 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. (Note: Cancellation language will be same as Article 9.5 PHN and CCS: Hours, Overtime, Schedules and Territories, 5. Schedules E. Cancellation language from CCS Current Practice Updates effective 10/01/2005).*


Creighton Young
For the Employer
Date 11/16/06


Debbie Silva
For the Union
Date 1/2/06

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