

Nov-12-2008 01:29pm From:Kaiser Human Resources

503-813-3395

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Kaiser Foundation Health Plan of the Northwest

October 22, 2008

Ms. Kathy Geroux
 Oregon Federation of Nurses and Health Professionals
 2045 S.E. Ankeny Street
 Portland, Oregon 97214

Dear Ms. Geroux:

The employer and union agree that the following language replaces Article 10 (E) in the OFNHP Nursing Contract. This is effective November 28, 2008.

E. Float

1. **Float Positions**
 - a. Float positions can be on-call or for twenty (20) coded hours or more per week.
 - b. Float positions will be posted with a designated shift. The schedule may be fixed or variable. Current float pool employees on fixed schedules will be grandfathered. In the future, any float pool employees on fixed schedules must have been hired into posted fixed schedule positions.
2. **Availability for Coded Employees**
 - a. A float employee must provide availability to work one shift above coded hours per week. Float employees may elect to be available for any shift.
 - b. Submitted availability may not have the potential to drive overtime pay.
 - c. Each float pool will self-schedule weekend availability based on patient care needs provided by the staffing office on a quarterly basis (per Appendix E). Should any individual float pool be unable to meet the defined needs then the current contract language requiring every third weekend availability will be followed. The float pool UBT co-leads and the float pool manager will meet to define the sign-up process to be followed by each float pool. It is recommended that each float pool employee make themselves available a minimum of eight (8) weekend shifts per twelve (12) week scheduling period.
3. **Time off for Coded Float Pool Employees by Arena**
 - a. Coded float employees may elect to be unavailable during two (2) weeks of the calendar year. Requests, in increments of one or two weeks, must be submitted according to timetable in Appendix E.
 - b. Paid vacation requests will be submitted per Appendix E.
 - c. No more than 15% of float employees may elect to be on vacation or unavailable at the same time per arena.
4. **Holiday Availability—Coded Positions**
 - a. Coded float employees shall be available to work on one (1) major holiday, defined as Thanksgiving Day, Christmas Day and New Year's Day. Christmas Day or the evening shift of Christmas Eve is required every other year.

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- b. Coded float employees shall be available to work on one (1) minor holiday each year, defined as all other designated holidays (Memorial Day, Independence Day, Labor Day).
- c. Holiday availability will be determined during the quarterly weekend sign-up process per each float pool (see article E2c)
- 5. Pre-scheduling Process—Coded and On-call
 - a. Float employees will submit their availability dates for work every fourth (4th) Friday according to the schedule in Appendix E. Work schedules will be sent to float employees within two (2) weeks after the availability due date.
 - b. Late submission will not exclude the employee from scheduling, but seniority will not apply. In addition, the employee may be subject to corrective action and is not guaranteed coded hours for that scheduling period (4 weeks).
- 6. Assignment of Pre-scheduled Shifts
 - a. Distribution of the work will be made in the following order during the pre-scheduling process:
 - i. Fixed schedule shifts and unfixd available shifts to meet coding.
 - ii. Additional requested shifts above coding according to seniority
 - iii. Assignment will be to the extent of available work according to the employee's availability, seniority and skills.
 - b. The Employer will use its best efforts to award non-fixed shifts on an equitable basis taking into consideration the number of shifts, the identified employee preferences and the seniority provisions above.
 - c. Employees are expected to work once scheduled with the exception of approved time-off. Employees will not be obligated to work on days they indicated they were available but were not pre-scheduled to work.
 - d. After the Employer has scheduled coded floats according to the methods of this Agreement, on-call will then be scheduled.
 - e. Seniority provisions will not apply in cases of unexpected needs which arise less than seventy-two (72) hours from the time of need, nor in select circumstances where pre-scheduling has occurred as a result of vacation replacement systems identified in Appendix E.

AGREED:

For the Employer:

Craigton E. Young
Craigton E. Young
Lead Senior Labor Relations Consultant

11/11/08
Date:

For the Union:

Kathy Geroux
Kathy Geroux
President
OFNHP

11/12/08
Date: