Oregon Federation of Nurses and Health Professionals, Local 5017, AFT/AFL-CIO
2045 SE Ankeny Street
Portland, OR 97214
Phone (503) 657-9974 *Fax (503) 657-7456* *E-mail: ofnhp5017@ofnhp.org*
Toll Free 1-800-636-5017
(OFN)

April 21, 2008

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HUMAN RESOURCES
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Creighton Young
Human Resource Department
Kaiser Permanente
500 N.E. Multnomah
Portland, OR 97232

Letter of Agreement

Subject: Overtime Calculation for Coordinator Hospice/Palliative Care, Inpatient Nurses

Dear Mr. Young:

There is a need to put in place specific language to determine when overtime will be paid for Inpatient Hospice and Palliative Care Nurses. The Union proposes the following:

Inpatient Hospice and Palliative Care Nurses shall be paid at the rate of one and one-half (1.5) times the straight-time hourly rate for all hours worked in excess of forty (40) hours per week.

The expectation is that Hospice and Palliative Care Nurses will have the ability to flex their daily schedules depending on the needs of patients (e.g. if the nurse spends 10 hours on Monday with a patient or family, they might only work 6 hours on Tuesday or another day following depending on patient caseload). In other words, overtime is compensated when the week exceeds forty (40) hours. Daily and consecutive day overtime is waived.

If you agree with the above, please indicate by signing in the space provided below and return one signed copy of this letter to my attention.

Agreed

For the Employer:

Creighton Young 4/23/08
Creighton E. Young
Lead Labor Relations Consultant
Kaiser Permanente

For the Union:

Sharon A. Culley
Sharon A. Culley
Internal Organizer
OFNHP 5017