



July 25, 2007

Tom Bernard
Oregon Federation of Nurses and Health Professionals
2045 S.E. Ankeny Street
Portland, OR 97214

Dear Tom:

This Letter of Agreement replaces the language found in Article 5.E.5 of the OFNHP Technical Bargaining Agreement with Kaiser Permanente and reflects the practice of the Respiratory Care Department.

Article 5.E.5 Hours, Overtime and Schedules, Workload
Respiratory Care

- a. Respiratory Care Practitioners typically work twelve (12) hour shifts in either a schedule of fixed day on and off each week or a schedule of variable days on and off each workweek. Overtime rules have been established and separated as presented below to accommodate these different scheduling patterns.
- b. Employees will be paid at the rate of one and one-half (1 ½) their BHR for all hours worked in excess of the scheduled shift or forty (40) hours in a workweek, in addition to any applicable shift differentials.
- c. Employees working four (4) consecutive days within a workweek will be paid one and one-half (1 ½) of the BHR for all hours worked on the fourth (4th) consecutive day in addition to any applicable shift differentials. Employees scheduled to work 4 consecutive days within two workweeks as described in article 5.2.a (for example, Friday, Saturday, Sunday and Monday) will be paid the straight time (1) rate for all hours worked on the 4th consecutive day in addition to any applicable shift differentials.
- d. Employees shall be paid double (2) the BHR for all hours worked on the fifth (5th) consecutive day in addition to any applicable shift differentials. All hours worked on additional consecutive days will be paid a double time BHR including any differential.



- e. Since 3/36 employees are coded as forty (40) hour employees and work seventy two (72) hours per pay period, the employee may request the difference between scheduled hours and eighty (80) hours for the pay period to be assigned, at straight time, for the purpose of earning Full Time employee wages. All applicable hours of overtime shall apply to this additional shift. For the purposes of scheduling, this additional shift will be considered an overtime shift per article 5 F.3 (Overtime).

If you agree, please sign both or the original enclosed and return one signed original to me.

Yours truly,

AGREED:

For the Employer:

Susan Hron

 Susan Hron
 Senior Labor Relations Consultant

For the Union:

Tom Bernard

 Tom Bernard
 OFNHP

7/30/07

Date:

Date: