

Kaiser Permanente  
Kaiser Sunnyside Medical Center

**Letter of Agreement  
Weekend Shifts  
PT/OT/Speech  
KSMC – Inpatient**

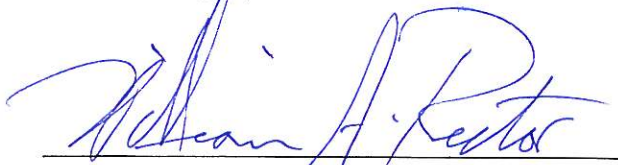
This Letter of Agreement applies to KSMC Inpatient and Outpatient Physical Therapy and Occupational Therapy and Speech Pathology employees covered by the OFNHP Professional Employees Collective Bargaining Agreement. It summarizes Interest Based Problem Solving meetings held to resolve staffing of weekends and clinic closure days at KSMC. Mount Talbert Medical Office employees are not included under the terms of this Agreement unless they choose to be or unless they have agreed, upon hire, to staffs weekend and clinic closure days at KSMC.

For the KSMC Physical Therapy Department only – weekend holiday, and clinic closure day work will be equitably distributed to staff as determined by agreement among the staff with the agreement of management. No shift will be left uncovered. All individual staff are required to work weekend, holiday or clinic closure shifts when necessary. It is agreed that employee Alain Machtelinckx who was hired only for outpatient work is excluded from the terms of this Agreement.

Differential pay of \$4.00 per hour will be paid to those staff members who work weekend, and clinic closure days (but not holidays paid at time and one half) in the Physical Therapy, Occupational Therapy and Speech Pathology departments. The inpatient differential will be paid to full-time, part-time and short-hour employees. On-Call employees will not receive the weekend differential.

AGREED:

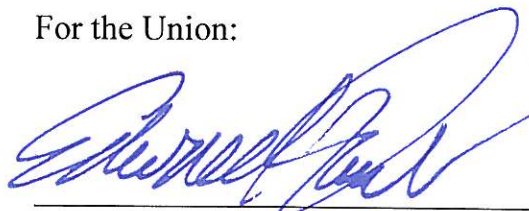
For the Employer:



William A. Rector  
Senior Labor Relations Consultant

Date: 11/09/05

For the Union:



Edward Taub, Internal Organizer  
OFNHP

Date: 11/9/05