

# Letter of Agreement

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

For the Continuing Care Services Department of Kaiser Permanente, Northwest Region, it is agreed:

1. Only hours actually worked during an after-hours call period are counted towards the calculation of overtime.
2. The day an after-hours call period begins is counted as a work-day for the calculation of overtime based on consecutive day pay in the work-week, except when the majority of the actual hours worked occurs after midnight.
3. This agreement is effective as of the day of signing by both parties and is retroactive for the individual grievants (DB and PD) to 30 days prior to the date the grievance was received by management.
4. This agreement does not negate prior agreements and contract language, which relates to daily overtime.
5. Pilot and evaluate, under the sponsorship of the department Labor Management Committee, a sub-committee to hear and respond to department individual pay disputes as a voluntary alternative to the grievance process, and will use the Interest Based Problem Solving process. The group will meet quarterly and be composed of 2 Union and 2 Management regular members. This would in no way give up any union grievance rights.

*[Signature]* 2/24/03  
For the Union Date

*[Signature]* 2/17/03  
For Management Date

Revised 2/12/03je