

Letter of Agreement

On Call and Float Availability for Brookside Residential Treatment Facility

March 31, 2009

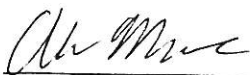
OFNHP and Kaiser (KP) recognize the need for consistent and predictable staffing to ensure that the needs of our patients and members are met at the Brookside Mental Health and Addiction Residential Treatment Facility (RTF). To meet these needs, the parties agree to the following language:

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- RTF On-Call ~~and Float~~ employees must be available to work, at a minimum two (2) days per week and one (1) weekend per month, except during (4) weeks of unavailability that must be submitted according to the established time off request rules.
- RTF On-Call and 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.
- RTF On-Call and Float employees shall be available to work one (1) minor holiday each year defined as all other designated holidays (Memorial Day, Independence Day, Labor Day).
- RTF is recognized as a single work location. Employees will be assigned to serve primarily in the Addiction or in the Mental Health division. Additionally, employees may be assigned to shifts within either Addiction or Mental Health divisions upon completion of appropriate training and orientation. After training and orientation, On-Call and Float employees may be assigned to fill a Charge Nurse position. Core, scheduled employees, assigned to a division, will only be assigned to the other division when a Charge Nurse on the division.

The above language will provide additional availability for RTF to meet predicted coverage needs while maintaining budget constraints and employee work-life balance expectations.

Agreement is indicated by the signature below:



Alan Moore
OFNHP Local 5017

4-9-09

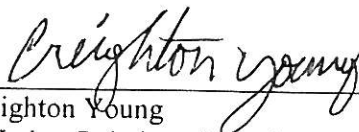
Date



Melinda Howard
Brookside Administrator

4-10-09

Date



Creighton Young
Sr. Labor Relations Consultant

4-16-09

Date

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