



Summary of Kaiser Tentative Local Contract Changes

(excluding housekeeping changes)

HOURS OF WORK

Section 10.7 – Scheduling of Work

In scheduling, first consideration to requests will be by seniority

Section 10.10 - Floating Order

Floating shall be done in the following order:

1. Float pool nurses
2. Traveler nurses
3. Volunteers from the unit
4. Call-In employees
5. Unit nurses in inverse order of seniority on a rotational basis.

COMPENSATION

Section 12.2 - Differentials

(a) Evening shift Differential - 12/1/19 = \$2.00, 12/1/20 = \$2.25

(b) Night shift Differential - 12/1/19 = \$4.00, 12/1/20 = \$4.50

(c) NO CHANGE

(d) Charge differential - 12/1/19 = \$4.00, 12/1/20 = \$4.50

(e) Preceptor

- (1) Precepting will include having a student assigned to nurse when instructor is not on site

Section 12.4 - On-Call/Standby

Under definition, units specifically having on-call programs expanded to specifically include DI and GI

- (a) On call pay as of 12/1/19 increased to \$6.50/hr, 12/1/20 on-call pay = \$7.00/hr

VACATIONS

Section 15.3 (b) – Vacation Preferences

Employer to make efforts to respond to vacation requests within two weeks.

EDUCATIONAL AND PROFESSIONAL IMPROVMENT

Section 21.2 (d) – Procedure

Educational activity approval must be provided within 30 days of the request.

NURSING PRACTISE

Section 30.2 (d) - Registered Nurse Staffing

Regional Nursing Leadership Council will address staffing effectiveness and have 4 union appointed representatives.

One from Big Island and Kauai clinics, one from Maui clinics, one from Oahu clinics, and one from Moanalua Medical Center.

ADDITIONAL ITEMS:

Addendum II B.2. (a) PTQ employees shall have the same unit obligations as other staff in regard to weekend shifts, holiday shifts etc.

Letter of Agreement, Preceptor training plan Employer to provide preceptor training plan within 90 days of ratification

Letter of Agreement Nurse Practitioners The parties shall meet within 90 days of ratification to discuss Nurse Practitioner issues

Letter of Agreement CPR and other certification costs CPR certification costs will be paid by the employer. For required advanced certification (ACLS, PALS, etc) employees may utilize the tuition reimbursement process. If the employee has exhausted their maximum annual reimbursement amount, their department will reimburse the cost incurred to obtain or maintain required advanced certification. They may also utilize ed. leave for time off work for such courses.

Preexisting Letters of Agreement which shall be attached to the back of the contract to provide ease of access to them:

- (1) Employment and Income Security Agreement (EISA) Transition and Redeployment Process. This document provides job security in the face of potential restructuring.
- (2) No Cancellation of Shifts policy
- (3) E-Shift Guidelines