



November 7, 2022

Kim Smith, Director  
United Nurses Associations of California  
Union of Healthcare Professionals (UNAC/UHCP)  
955 Overland Court, Suite 150  
San Dimas, CA 91773-1718

**Re: Extra Shift Incentive**

Dear Ms. Smith:

The Kaiser Permanente Southern California Region continues to experience high increases in patient census resulting in an increased demand for staffing. Faced with this challenge, Kaiser Foundation Hospitals, Health Plan and UNAC/UHCP agreed to temporarily offer an "Extra Shift Incentive". The Incentives apply in the following units within UNAC/UHCP. Registered Nurses, to work in medical center departments, Pediatrics and PICU.

1. This "Extra Shift Incentive" will be in effect from 7:00 a.m. on November 7, 2022 until 7:00 a.m., on December 31, 2022. Any extension of the "Extra Shift Incentive" beyond the aforementioned time period must be made by mutual agreement between the parties.
2. An additional shift is defined as hours worked in the care of patients that is in excess of 36 hours in one work week for 0.9 FTE staff and in excess of 40 hours in one work week for 1.0 FTE staff. If the staff member is routinely scheduled for four 12 hour shifts in one week (1.05 FTE), the additional shift definition for that week would be hours worked in the care of patients that is in excess of 48 hours. In addition, for part-time and per diem staff, a minimum of 24 hours must first be worked in the work week before being eligible for the incentive. Nonproductive hours do not count toward eligibility. All scheduled shifts in place at the time of the agreement's effective date may be eligible if all other criteria of the agreement are met.
3. Registered Nurses who sign up for and are needed to work additional shifts, in their home medical center or at another medical center in departments/units as described above for which they are not regularly scheduled will be eligible to receive an incentive payment for each additional shift worked as follows:
  - \$400.00 for each additional Day/Evening Shift equal to or greater than 8 hrs.
  - \$700.00 for each additional Night Shift equal to or greater than 8 hrs.
  - \$200.00 for each additional 4 hr. Day/Evening Shift.
  - \$350.00 for each additional 4 hr. Night Shift.

4. With respect to shifts worked at another medical center an eligible employee must first make themselves available for extra shifts in their home department, and with manager approval, may pick up shifts in another medical center. Selection is first come first serve assuming qualifications are met. The Employer and the Union will determine appropriate scheduling practice. Once a shift is confirmed, the employee will not be cancelled, nor will the employee cancel their shift.
5. Once a Registered Nurse's extra shift has been confirmed on the work schedule, the Registered Nurse cannot be cancelled. Registered Nurse may request removal from the schedule and be granted "Voluntary Kaiser Time Off".
6. If the employee calls in sick or takes an educational day for one of their regularly scheduled shifts in a week where they are also scheduled for an "Extra Shift Incentive" shift, they will no longer be eligible for the incentive. Staff are free to seek approval from their manager to cancel education time so that they may work their regular shift(s) if available or make themselves available for extra shifts.

Day shifts for the purposes of this Agreement are generally 7 a.m. to 7 p.m. Night shifts for the purposes of the Agreement are generally 7 p.m. to 7 a.m. For the purposes of this Agreement 3 p.m. to 11 p.m. shifts shall be eligible for the "Day Shift" incentive.

The parties agree that this agreement is being entered into on a non-precedent setting basis without Prejudice to either party.

The Extra Shift Incentive is in addition to applicable overtime and differential provisions as may be required by law and/or as set forth in the Collective Bargaining Agreement.

If the foregoing agreement is acceptable, please sign as indicated below and return to the undersigned. If you have any questions regarding this matter, please contact me.

Sincerely,



Jeremy Lyon  
Senior Labor Relations Representative

ACCEPTED:

*Kim Smith, RN*  
Kim Smith Director  
United Nurses Associations of California  
Union of Healthcare Professionals (UNAC/UHCP)

Date November 9, 2022

\*For illustrative purposes, please note that should an eligible employee work a 12 hour shift, and accept upon request an additional four (4) hours, the four (4) hour extra shift incentive as described above would apply assuming other conditions are met.