



VIA ELECTRONIC MAIL

December 6, 2022

Terilyn Carvalho Luke, President
Hawaii Nurses & Healthcare Professionals
P.O. Box 1975
Aiea, HI 96701

RE: Extra Shift Incentive

Dear Teri:

The Kaiser Permanente Hawaii Market continues to experience high increase in patient census resulting in an increased demand for staffing. Faced with this challenge, Kaiser Foundation Hospitals and Hawaii Nurses & Healthcare Professionals agreed to temporarily offer an "Extra Shift Incentive." Excluding the Registered Nurses in the Peds/PICU and NICU units covered under the existing "Extra Shift Incentive" which expires December 31, 2022, this Incentive applies to all in-patient Registered Nurses at Moanalua Medical Center when volunteering to work extra shifts.

1. The "Extra Shift Incentive" will be in effective from 7:15 p.m. on December 6, 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 .9 FTE staff and in excess of 40 hours in one work week for 1.0 FTE. In addition, for part-time and call-in part-time quarterly staff, a minimum of 24 hours must first be worked in the work week before being eligible for the incentive. Nonproductive hours (education, vacation, or sick leave) 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 Moanalua Medical Center 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 hours
 - \$700.00 for each additional Night Shift equal to or greater than 8 hours
 - \$200.00 for each additional 4 hour Day/Evening Shift
 - \$300.00 for each additional 4 hour Night Shift
4. Once a Registered Nurse's extra shift has been confirmed on the work schedule, the Registered Nurse cannot be cancelled. In lieu of cancellation, the Registered Nurse may be floated to another inpatient or ambulatory unit for which the Registered Nurse is qualified and competent

to float, the Registered Nurse may request removal from the schedule and be granted voluntary time off.

5. If the Registered Nurse 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 7:15 a.m. to 3:45 p.m. for 8 hour shifts and 7:15 a.m. to 7:45 p.m. for 12 hour shifts. Night shifts for the purposes of this Agreement are generally 11:15 p.m. to 7:45 a.m. for 8 hour shifts and 7:15 p.m. to 7:45 a.m. for 12 hour shifts. For the purposes of this Agreement 3:15 p.m. to 11:45 p.m. evening shifts shall be eligible for the "Day/Evening Shift" incentive.

The parties agree that this agreement is being entered into 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 set forth in the Collective Bargaining Agreement.

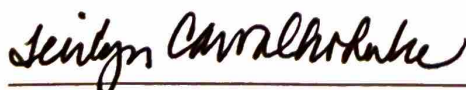
If the foregoing agreement is acceptable, please sign as indicated below and return to the undersigned. If you have any questions regarding this matter, please contact me at (808) 347-4712.

Sincerely,



Josie Clark
Labor Relations Consultant V

ACCEPTED:



Terilyn Carvalho Luke, President
Hawaii Nurses & Healthcare Professionals

Date: December 6, 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.