



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 (HNHP) agreed to temporarily offer an "Extra Shift Incentive." The Incentive applies to the following job classifications within the HNHP Respiratory Therapist collective bargaining agreement:

JOB CODE	JOB CLASSIFICATION
82874	RESP THERAPIST I
82875	RESP THERAPIST II
82876	RESP THERAPIST III

1. The "Extra Shift Incentive" will be in effective from 6:00 p.m. on December 6, 2022 until 6:30 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. If the staff member is routinely scheduled for four 12 hour shifts in one week (1.05 FTE), the additional shift definition from that week would be hours worked in the care of patients that is in excess of 48 hours. In addition, for part-time and call-in part-time, 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. Employees in identified aforementioned classifications who sign up and are needed to work additional shifts, for which they are not regularly scheduled, will be eligible to receive an incentive payment for each additional shift worked as follows:
  - \$100.00 for each additional 4 hour shift
  - \$200.00 for each additional 8 hour shift
  - \$250.00 for each additional 10 hour shift

- \$300.00 for each additional 12 hour shift
4. Once an employee's extra shift has been confirmed on the work schedule, the Respiratory Therapist cannot be cancelled.
  5. 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.

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.