



Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC
810 Clay Street
Oakland, CA 94607
Tel 510 238-8320
Fax 510 238 8324

Optometrists

April 8, 2020

In the spirit of cooperation and partnership in the overarching need to address patient concerns while both protecting them as well as all employees, Local 20 and TPMG make the following temporary agreement for the duration of COVID Crises period only, through May 31, 2020, which may be extended by mutual agreement as necessary. This agreement is to address Alternative Work if no regular work is available. When work within Optometry Scope of Practice no longer exists, members of the bargaining unit, commencing with Regular Employees, Short-Hour, and Casual employees, may volunteer for the below listed Alternate Work. However, if the number of volunteers is insufficient to cover operational needs, employees who have not already volunteered may be assigned by reverse seniority. The parties agree that discussions regarding patient surge planning will occur at the local facility level as needed, and that nothing in this agreement will preclude additional duties from being assigned accordingly as a result of those local discussions.

We have a number of Triage lines up and running which Optometrists can be assigned to assist with as needed:

- **COVID Triage Line** - Giving advice to providers re: criteria for COVID testing. (Currently- covering overflow from EHS-over 200 calls per shift.) Voluntary and Subject to training
- **COVID Results line** - In process. Will be staffed with MDs, PAs and Optometrists. Subject to training

In-patients - Between the hours of 8am - 12 midnight, deliver results to the ordering MD to facilitate d/c of PPE (preserving low supplies)

- **COVID HCW Line** - Health care workers lines are in process and will be staffed primarily by RNs. Subject to training
- **COVID Data Entry** - Data Entry will be primarily staffed by MAs working on electronic submission of communicable disease reports to the various county health depts. Voluntary and Subject to training

Medical Centers - Service Ambassadors (Greeters/Runners/Volunteers)

TAV (Telephone Appointment Visit)

TAVS should be at least 20 minutes with a 5 minute DRT (Dr. Time) immediately following the TAV. The doctor will need time to make additional referral calls/notes/etc to the appropriate assistants/doctors/depts. We recommend 3 TAVs/TCONs in the morning and 3 TAVs/TCONs in the afternoon.

TAV/TCON suggestions: Training and protocols are required for the ODs.

1. Refill or extend CL and Spec rx (as we get more messages, phone staff will forward this to your inboxes)
2. Burning
3. Discharge
4. Crusting
5. Dry eyes
6. Muscle twitch
7. Bump on the eye or eyelid
8. Itching
9. Redness

- 10. Tearing/watering
- 11. Mild eye pain (* Triage will assess pain level)

Conditions not for TAV:

- No vision loss including darkening or dimming
- No acute eye pain (* Triage will assess pain level/eligibility for TAV)
- No flashes/floaters/shadows/veils
- No history of iritis, keratitis or use of steroids for inflammation
- No glaucoma with eye pain
- No issues with dizziness
- No sudden blur
- No history of macular degeneration (don't want dry to move into wet)
- No acute trauma
- No acute changes
- No new patients
- No light sensitivity

If the patient is already being followed by an ophthalmologist regularly, then they should stay with Ophthalmology.

If the condition worsens or there is no improvement within 48 hours, then the patient will need an immediate appointment with Ophthalmology.

Strict warning signs and return precautions reviewed including worsening or vision, eye pain, pain with movement, redness, increases in floaters/floaters/shadows/veils, diplopia, and other new ocular issues.

If any of this work is conducted after the hours of 5.30 p.m. it shall be done in accordance with Kaiser's Temporary Remote Work (TRW) guidelines. In addition, as much as operationally feasible the TRW shall be utilized during regular working hours. In addition, after all regular employees have had an opportunity to perform this work it shall be made available to Short Hour and On Calls (Casual) employees.

Employees shall be given the option to volunteer to work shifts that conclude at midnight in order to perform this work (and shall do so in accordance with Kaiser's TRW policy as applicable).


David Frizzell **Date**
KP Regional Labor Relations


Michael Aidan **Date**
Local 20 Union Representative