

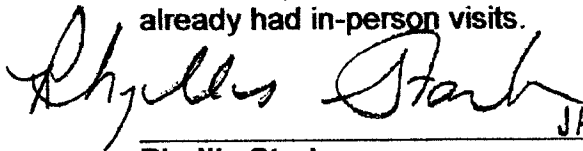
Home Health Therapists

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 KFH make the following temporary agreement for the duration of COVID Crises period only, through March 31, 2021, which may be extended by mutual agreement as necessary. This agreement is to address Alternative Work if regular work is substantially decreased (defined either as a decrease of either approx. 2 hours per day, or 1 day per week, or more). As regular Home Health Therapy work decreases, members of the bargaining unit 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:


- Regulatory Peer document audits and quarterly audits
- Utilization management audits
- Readmission reviews
- Dept Process Improvement projects
- PT orientation binder/home exercise program/educational materials update
- Working through dashboards on health connect
- Telephone visits/patient calls to check on status*
- Annual competencies
- KP learn – annual safety training, home health and oasis trainings
- Training as PPE observer
- Act as a PPE observer, outside of patient houses to assist RN visits if needed (With comprehensive training. This duty does not typically require a Therapist to enter patient's home. In the event that a Therapist needs to enter a patient's home, the Therapist shall be provided PPE.)

Greeter/Runner/Volunteer in hospital. This work shall be offered to any Therapist including available Per Diems on as needed/replacement basis. Any Per Diem hours worked as result of good faith efforts to provide alternate work will not be counted toward or referenced in Per Diem disputes/grievances.

*TAV/VAV; the parties understand that TAV/VAV, while not an alternate assignment per se, is being utilized for follow-up visits, when deemed appropriate, for patients who have already had in-person visits.

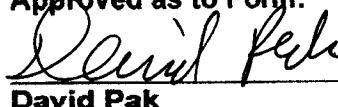

Date JAN 14 2021

Phyllis Stark
NCAL Regional Continuum of Care


Date 01/06/2021

Nick Steinmeier
Local 20 Union Representative

Approved as to Form:


Date 1/14/2021

David Pak
KP Regional Labor Relations