

Kaiser Home Health Santa Rosa
Local Agreement Regarding Holiday Rotation for PTs

1. Effective April 1, 2021 two (2) Physical Therapists (PTs) will staff each holiday.
2. For the purposes of holiday sign-up, the year runs from April 1 of the current year through March 31 of the next year. Starting in 2021, Management will post a holiday sign-up sheet during the month of December, for the following years' holidays. For the 2021 holiday year, the sign-up sheet will be posted as soon as possible after the date of this agreement.
3. Starting in year two of this Local Agreement (2022), management will also post the finalized holiday sign-up sheet(s) from the preceding year, showing who volunteered or was assigned to work each holiday (See paragraph 5). Copies of all sign-up sheets will be sent to the ESC Union Representative and the LPPC Union Co-Chair.
4. The holiday sign up process will be as follows: Management will post a sign-up list in Microsoft Teams and notify the most senior PT. That person will either choose one holiday or note next to their name that they pass. The most senior PT will then notify the supervisor and the supervisor will notify the next person in seniority order to choose a holiday or pass, and so on, until all PTs have gotten the list.
5. Each member will have two (2) working days to either pick a holiday or pass.
***NOTE: Holidays falling on a weekend will not be considered part of a member's assigned weekend schedule and must be signed up for on the holiday sign-up list.
6. If a member does not choose a holiday within two working days, they will be deemed to have passed for that round and the next most senior person will be contacted by the supervisor.
7. If there are still holidays that aren't staffed with two PTs after all PTs have gotten the list once, the list will circulate at least once more and at most twice more, still in seniority order.
8. After the sign-up sheet circulates (at most) three times, if there are not sufficient volunteers to staff two PTs on each holiday, members will be assigned by a rotation in reverse order of seniority. Two rotational seniority lists will be kept ensuring equitability. One volunteer list and one assignment list. The lists will be kept by both management and labor partners (LPPC Co-Chairs).
9. An ESC member who does not work any holiday in one year must volunteer or be assigned to work at least one holiday the following year. Once all ESC members have volunteered or been assigned to work at least one holiday the list will reset.
10. Members may trade holidays once scheduled. Requests for trades, once agreed upon by the members, will be submitted to the LPPC co-chairs for review and management will approve if appropriate. If a trade is approved the calendar will be updated.

11. In the event that a member is sick on a holiday, they will be placed on the same holiday during the following year to make up for it and minimize the impacts to the other members. A holiday assignment occurring in this manner the following year will be in addition to any holidays that may be assigned based on the rotation that year (i.e., a member may work more than one holiday in one year if they were sick on a holiday they were supposed to work the previous year).
12. This agreement will remain in effect for the duration of the local collective bargaining agreement and can be reopened at the time that contract expires. If neither party wishes to open this agreement during the renegotiation period of the local collective bargaining agreement, then this agreement will remain in effect for the duration of the successor agreement. If regular PT staffing falls below 14 members, the parties agree that this agreement shall be revisited.

For ESC:

/s/ Lis Fiekowsky
Lis Fiekowsky, ESC Labor Rep

Date: 1/26/2021

/s/ Jacque Brazieal
Jacque Brazieal, ESC Union Steward

Date: 1/26/2021

For Kaiser Home Health Santa Rosa:

/s/ Joni Winnard
Joni Winnard, Manager

Date: 1/26/2021