



## Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC

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### Home Health Therapists

July 24, 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 KFH make the following temporary agreement for the duration of COVID Crises period only, through August 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 regular Home Health Therapy work no longer exists, 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 it does 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.

Per Diems within the North Valley and North Bay may be eligible for further assignments within Service Areas of the North Valley and North Bay.

- \*TAV; the parties understand that TAV, while not an alternate assignment per se, is being considered on a pilot basis, and if determined operationally feasible, may be rolled out on a limited basis as applicable, following appropriate notice provided to the Union and appropriate dialogue between the parties.

*Catherine Sabherwal 07/24/20*

**Catherine Sabherwal**

Date

*David Frizzell 7-24-2020*  
**David Frizzell** Date

24 July, 2020

**Michael Aidan** Date  
Local 20 Union Representative