

INTRA-FACILITY STATUS EXCHANGE

Per the Collective Bargaining Agreement (CBA) between the Association and the Employer. Intra-Faculty Status Exchange within a single Medical Service Area (MSA) is not a violation of the CBA as long as the Intra-Facility Status Exchange is done in accordance with the following provisions:

1. It does not circumvent the posting of vacant positions.
2. Intra-Facility Status Exchange cannot be used to fill current vacant positions or hours.
3. Any additional Full-Time Hours (or portion thereof) within a MSA, including new or existing facilities beyond absorption by existing staff (for example: an Overtime Audit or Audit of Hours per (CBA 2501, 2502) would result in new Full-Time or Part-Time Permanent positions being posted Regionally per the CBA 1001).
4. The Intra-Facility Status Exchanges are within a service area with NO net change in FTE hours.
5. The employer at the MSA collaborates with the Association representatives from the MSA to utilize Regional Seniority dates to guide and govern the Intra-Facility Status Exchange.
6. The Intra-Facility Status Exchange is voluntary and will be mutually agreed to by all parties.

The above is agreed to by the parties:

For the Employer:

For the Association:

Print Name

Print Name

Signature
Southern California Permanente
Medical Group

Date

Signature
KPNAA

Date