



**Kaiser Therapists
Negotiations Update: August 8, 2013**

Yesterday and today, we discussed:

Leaves of Absence

- Jury Duty
- Military Leave
- Personal Leave
- Occupational Leave
- Medical Leave
- Family Leave of Absence
- Bereavement Leave

Hours of Work and Overtime

- Discussion on guidelines of overtime
- Authorization of overtime (*remember to complete the working off the clock survey for your benefit*)
- Trying to define weekend coverage
- Workday is defined as a 24 hour period from 12:01 am to 12:00 am
- Flexible/Alternative Schedules
 - Possibility of working hours other than 10's and 8's for full-time or part-time

Tues August 13th the Therapist negotiating team will meet separately to review workload data and have further discussions on items to be addressed on Wed

Wed August 14th negotiations will continue where we will discuss workload, staffing, scheduling of vacation and we will revisit flexible schedules and weekend coverage

*"I am grateful that we now have the opportunity to discuss the possibility of having a flexible/alternative schedule, where we can meet the needs of our patients and ourselves."
– Sharon Goldman Salach, PT Panorama City*

