

## Genetic Counselors & Coordinators

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 TPMG make the following temporary agreement for the duration of COVID Crises period only, thru 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 approx. 2 hours per day, or 1 day per week, or more). As work within Genetics Scope of Practice decreases, members of the bargaining unit commencing with Regular Employees; Short-Hour and Casual employees 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:

Current voluntary telecommute methods shall remain in place at all locations as applicable. During course of this agreement, should management present a permanent telecommute program to Labor per Appendix G, the parties shall meet and discuss relevant effects to staff.

### Alternative work assignments for Genetic Counselors & Coordinators

Participate in COVID work/labor pools:

#### Ambassador/Greeters/Runners

- o Providing hand sanitizer and masks (if coughing) at building entrances.
- o Enforcing visitor policy (with the support of Security, when necessary)
- o Answering patient questions/addressing concerns
- o Performing runner duties as needed

#### COVID Tracing/Surveillance

- o Looking up patient info in HealthConnect
- o Filling out state forms either on paper or electronically
- o Covering lab phone to receive CDPH calls
- o Chart review to identify KP staff COVID positive patients came in close contact with
- o Populating tracing spreadsheet

*Laura Adams* 12/29/2020  
on behalf of *Mark Kauffman*  
**Mark Kauffman** Date  
TPMG Regional Administrative Leader

*Nick Steinmeier* 12/29/2020  
**Nick Steinmeier** Date  
Local 20 Union Representative

#### Approved as to Form:

*David Pak* 12/29/20  
**David Pak** Date  
KP Regional Labor Relations