

UNITS 2, 3 and 4 SUPPLEMENTAL AGREEMENT**Article 1
Call-In and Call-Back**

The employer may call an employee in to work on a regular day off or may call an employee back to work after a regular work schedule. Employees of the unit who are called in to work on a regular day off or are called back to work after a regular work schedule, shall be paid at the appropriate rate of pay for the hours worked. Except as noted below, such employees shall be paid for a minimum of two hours. The minimum of two hours shall not apply if the employee was on stand-by or on-call when called in or called back, nor shall it apply if the employee was called in or called back during the two-hour period immediately prior to the beginning of the employee's next regularly scheduled work shift. Only the hours actually worked shall be credited in determining eligibility for overtime compensation. If the employee is recalled to work more than once on a regular day off or more than once between the end of an employee's shift and the start of the employee's shift on the following day, the employee shall be paid for the entire period of time from the time of the first recall to the end of the last recall.

**Article 2
Responsibility for Staffing Coverage**

An employee is not responsible for finding staffing coverage when the employee is absent from work. The employee shall be responsible for advising the supervisor of any work assignment or other deadlines of which the employee is knowledgeable that occur during any period of absence.

**Article 3
Rest Breaks**

For employees not employed at 24/7 facilities, rest breaks shall be consistent with any policy or MOA in place immediately prior to the signing of this supplemental agreement and shall remain in effect during the life of this supplemental agreement. If no policy or MOA exists, then current practice shall remain in effect.

For employees in 24/7 facilities, full-time employees are allowed up to one twenty (20)-minute break per four hours of work provided there is adequate coverage if necessary. Breaks shall not interfere with work performance, job duties, or assignments, and breaks shall not be arbitrarily denied. Breaks cannot be used at the beginning or end of the day/shift or in conjunction with a meal break and cannot interfere with core coverage.

**Article 4
Flexible and Alternative Work Schedules**

Subject to operational needs, flexible and alternative work schedules may be established upon mutual agreement of the employee and the employer. Consent will be in writing and signed by both parties including agreement on how to change work schedule during weeks where there is a holiday. Approval may be rescinded based on identified operational needs or performance issues by providing seven (7) calendar days' notice. Current practices shall otherwise remain in effect.

Article 5

Uniforms for State Hospital Employees

The State Hospitals may require employees to wear uniforms as part of their employment. When a uniform is required by State Hospitals using a consistent, facility-wide policy applying to all employees in the classification, the Kansas Department for Aging and Disability Services (KDADS) shall issue the employee uniform components. Any such policy shall define the classifications that are required to wear uniforms, including but not limited to nursing staff, pharmacy staff, MHDDTs, and other medical staff. Uniforms shall consist of scrubs, the color of which shall be based upon job classification and may be determined by each facility according to policy.

The facility requiring scrubs shall issue six (6) tops and six (6) bottoms of scrubs. The scrubs shall be issued in a clean, well-maintained, and proper condition. If staining and/or tearing of the material occurs, the scrubs may be replaced at the discretion of management.

Footwear may also be required as part of the uniform. Footwear specifications will be defined in facility policy. Eligible employees will be reimbursed up to \$250 annually for purchase of approved shoes or boots in accordance with relevant facility policies and procedures.

Article 6

Non-Nursing Volunteer Program

This article shall apply to state hospital facilities where a non-nursing volunteer program has been adopted by policy.

Section 1. FLSA Non-exempt employees who are not in the Nursing Department can request to volunteer to work in the Nursing Department to assist with patient care. These individuals are designated as Non-Nursing Volunteers (NNVs). Prior to working as an NNV in patient care, employees will receive equivalent Mental Health and Developmental Disabilities Technician (MHDDT) training and complete MHDDT competencies through Staff Development. They are also required to attain and be current in Crisis Prevention Institute (CPI) and Cardiopulmonary resuscitation (CPR) training.

Section 2. Becoming an NNV is voluntary for the purpose of working in the Nursing Department to assist with patient care. The employee's classification status (classified or unclassified) will not change as a result of becoming an NNV.

Section 3. NNVs may preschedule hours; however, as staffing needs and vacancies present in real time, any prescheduled NNV hours will be reassigned to units where the actual vacancies are located. Regular staff scheduled at home units shall not be moved to accommodate NNV requests for specific posts or units.

Section 4. The Appointing Authority can require employees to attend equivalent MHDDT training and complete MHDDT training competencies (known as NNV training) even if the employee does not choose to work as a NNV when it is deemed necessary, consistent with the operational needs of the agency to maintain operational integrity of the facility.

Section 5. The Chief Nursing Officer will determine the content of the equivalent MHDDT training and-competencies required. The equivalent training curriculum will be posted on the Nursing Department intranet page and will be updated as training or competency needs change.

Section 6. Once trained, the employee(s) can volunteer to work as a MHDDT in the Nursing Department.

Section 7. Non-exempt employees will be compensated for hours worked at their current rate of pay and earn overtime (1 ½ times their regular rate of pay) when the employee works more than 40 hours in a week (Sunday midnight through Saturday midnight).

Section 8. If a non-exempt employee is paid at a rate below the starting MHDDT wage, then the employee will be offered a position as an Acting MHDDT and presented a letter designating them as an Acting MHDDT, earning the same rate of pay as an MHDDT. And, they will earn overtime (1 ½ times their regular rate of pay) at the MHDDT rate of pay when the employee works more than 40 hours in a week (Sunday midnight through Saturday midnight). When in an acting MHDDT position, the employee will be paid at the MHDDT rate as long as they are serving in that acting capacity. Subject to facility policy, employees in an Acting MHDDT assignment may be required to work a minimum number of hours to remain in the Acting MHDDT assignment. If such a requirement is put in place, exceptions can only be made by the Appointing Authority after considering justification from the employee.

Section 9. Employees in an Acting MHDDT or NNV assignment will not be subject to mandatory holdovers.

Section 10. Non-Nursing Volunteers (NNVs) can only volunteer to work a unit if there is a need (hole) on that unit for the shift they volunteer.

Section 11. This article shall be enacted through hospital-specific policy.

Article 7 Overtime

Section 1. Mandatory Overtime. The employer may require employees to work overtime as necessary to meet the operational needs of the facility. Volunteers will be solicited prior to employees being mandated to work overtime. Employees required to work overtime will be notified as soon as the need for overtime becomes known.

Section 2. Overtime in 24/7 Facilities. In 24/7 operations overtime shall be distributed among employees capable of performing the work in their respective facility, area and job class. Each facility shall establish a consistent process that includes the use of a list of volunteers to work overtime.

Section 3. Overtime in Non-24/7 Work Locations. Procedures for voluntary or involuntary overtime for employees who: a) perform clerical, administrative or similar work, b) perform specialized or individualized case work with patients, clients, customers or members of the public, or c) work in classifications or locations where there is not a regular need for overtime based on the type of work performed, will be established on an individualized basis between the

employee and supervisor as needed based on the particular circumstances requiring the need for overtime, with consideration given to providing as much notice to the employee in the event of the need for overtime.

Section 4. Notwithstanding other provisions, the employer reserves the right to select specific individuals for overtime in order to meet particular operational needs. Operational needs include, but are not limited to, specific work functions that cannot be performed by other employees, tasks or roles performed by employees that require professional licensure or certification to fulfill job duties, or restrictions placed on the number of hours an employee can work related to medical or other authorized limitations.

Section 5. No employee shall be mandated to work more than 12 hours in a 24-hour period. If an employee regularly works a 12-hour shift, then that employee may be mandated to work up to 16 hours in a 24-hour period. Any such 16-hour shift shall be followed by an 8-hour rest period.

Article 8 Overtime and Holdovers in State Hospitals

Section 1. The employer will maintain a holdover list consisting of all employees who may be subject to mandatory overtime.

Section 2. Volunteers will be solicited from all Nursing Staff on duty prior to mandatory overtime being used. This solicitation may be in the form of e-mails or phone calls.

Section 3. Approximately 2 hours after the start of each standard nursing shift, Nursing Leadership will email or provide similar electronic notification a list of unit(s) and hours where coverage is needed for the upcoming shift (for solicitation of volunteers).

Section 4. Staff can only volunteer to work on a unit/shift where coverage is needed (they cannot volunteer to work on a unit/shift where there is not a need).

Section 5. If a mandatory holdover is necessary, the person being held over will be determined based on their last holdover date and the number of additional hours worked in the last 10 days.

Section 6. A holdover list in numerical order of last holdover date and the number of additional hours worked in the last 10 days (for each employee on duty) will be emailed or provided equivalent electronic notification to all Nursing Staff approximately 2 hours after the start of each standard Nursing Shift.

Section 7. Nursing Leadership, through means identified by management, will notify employees if they are required to work due to a mandatory holdover as soon as possible but within approximately two (2) hours of the end of the employee's shift unless extenuating circumstances exist. Employees so notified will be allowed to make phone calls to notify others or make necessary arrangements as a result of being required to work mandatory overtime.

Section 8. Holdovers will occur campus wide and by order of the daily holdover list.

Section 9. Nursing Leadership shall demonstrate they made every attempt in good faith to relieve staff that are required to work overtime. Nursing Leadership shall retain complete records of efforts to contact staff on the volunteer overtime list prior to mandating overtime per shift. Such records may be viewed upon request to the appointing authority.

Section 10. Holdovers will be recorded (count) if a holdover is two (2) or more hours in duration.

Section 11. Training time attended outside of the employees scheduled shift, will not be recorded on the holdover list. Nursing Staff attending a full day of training, are excluded from holdovers, unless other alternatives do not exist to avoid the mandatory holdover and unit coverage is essential.

Section 12. Employees can volunteer, on the same day, to come in early for the shift before their assigned shift only if there is a need (hole) for a volunteer and only after it is pre-arranged through the Unit Leader and Nursing Leadership.

Section 13. Nursing Leadership will maintain a list of employees who want to be called to come in early on the shift before their assigned shift if a volunteer is needed for a “hole” (e.g., coming to work 4 hours prior to the start of their assigned shift).

Section 14. The employer shall not assign mandatory overtime that exceeds four (4) hours in duration. Mandatory overtime shall be scheduled to provide coverage for the four (4) hours immediately following the employee's regular shift. Voluntary overtime will be assigned in four (4) or eight (8) hour blocks.

Section 15. Employees working a four (4) hour overtime shift immediately following or preceding a regular twelve (12) hour shift shall be provided an opportunity to receive a 30-minute paid break. Officially declared emergencies shall be the only exception for denying a break to an employee working an overtime shift.

Section 16. Nursing Leadership can approve a “no hold” (which would give the employee an approved pass) if the employee presents a legitimate reason determined to Nursing Leadership explaining why the employee is unable to accept a mandatory holdover. Legitimate reasons include but are not limited to previously approved vacation plans, documented scheduled appointments for the employee or an immediate family member, unexpected events involving immediate family members, emergencies involving immediate family members, or documented need to obtain medical care for the employee or an immediate family member. Nursing Leadership will communicate the decision about a “no hold” to the employee, the Shift Leader, and the Call Center.

Article 9

Pulls Between Units at State Hospitals

Section 1. The employer may require 24/7 hospital employees to work a unit which is not their assigned unit when necessary to meet the operational needs of the facility.

Section 2. A pull will be recorded (count) if a pull to another unit or units (not their assigned unit) totals two (2) or more hours in duration.

Section 3. Pulls to other units will occur in the following order:

Agency Staff

Float Staff

Non-Nursing Volunteers (NNVs) - (if the facility has implemented an NNV policy)

Next person on the unit Pull List (determined by last pull date)

Each unit will maintain a “pull list” for all regular Nursing Staff assigned to the unit.

To avoid pulling employees from their assigned Program, pulls will occur within the same Program, if possible. For Larned State Hospital, first consideration is as follows:

SPTP Program Staff pull to other SPTP units.

SSP and PSP Staff pull to SSP or PSP units.

Section 4. Nursing Leadership can override pulls based on unit needs (e.g., mix of staff, individual restrictions, staffing levels, patient acuity).

Article 10

Established Shift Change at Osawatomi State Hospital and Adair Acute Care at Osawatomi State Hospital

This section is only applicable to Osawatomi State Hospital and Adair Acute Care at Osawatomi State Hospital (collectively referred to as the “applicable hospitals” in this Article. The nursing staff at the applicable hospitals have enacted twelve-hour shifts for all nursing staff. This has been enacted by agreement and ratified by this article that:

- a. There will be two shifts for each applicable hospital
- b. The first shift will run from 6:30 am to 7:00 pm
- c. The second shift will run from 6:30 pm to 7:00 am
- d. The teams for each shift can include a combination of RN, LPN/LMHT and MHDDT. At a minimum, the staffing ratio will be based upon the core numbers as defined in hospital policy.
- e. In each pay period, employees shall work at least 7 out of 14 days. The intent is to provide impacted staff with a three (3) day weekend every other weekend.

Article 11

Establishment of Day Shift for Shift Differential Purposes at the State Hospitals

Section 1. The following shall be established as the “normal day shift,” for purposes of Shift Differential applicability, pursuant to K.A.R. 1-5-28:

- | | |
|---|-----------------------|
| a. Administrative staff, Social Services and Counseling,
Facility Services | 6:00 am until 6:00 pm |
| b. Direct Support and Laundry Staff | 7:00 am until 3:00 pm |
| c. Admissions staff, Call Center staff,
Switchboard staff, Pharmacy staff
Power Plant Operators | 8:00 am until 4:00 pm |

Section 2. "Unscheduled hours before or after a normal day shift" is intended to encompass only brief periods of time immediately before or immediately after an employee's regularly scheduled day shift. Specifically, employees working unscheduled time of seven minutes or less immediately before or immediately after a regularly scheduled day shift shall not be entitled to shift differential.

Section 3. Normal day shift employees working unscheduled time in excess of seven minutes immediately before or immediately after a regularly scheduled day shift shall be entitled to shift differential for the entire amount of time worked, if that time worked in excess is during the differential period.

Section 4. Except as provided in Section 1 above, all employees are entitled to shift differential for any and all time worked during the differential period.

Article 12 Safety of Workers in the Field

Section 1. Employees who are required to work with or transport customers, consumers, clients, patients, state facility residents, or similar individuals outside of an established state work location will notify the employee's supervisor when the employee expects there are risks on the assignment which may cause loss of life or risk of bodily injury. The employee's supervisor will assist to assure the employee is not subjected to the potentially dangerous situation without support. The support may include either assistance from local law enforcement officers or assignment of an additional employee. The employee will not be required to fulfill the task until such support is available.

Section 2. In order to enhance the safety of employees who are required to work with or transport customers, consumers, clients, patients state facility residents, or similar individuals outside of an established state work location, such employees will be provided with training concerning verbal de-escalation techniques or related topics to assist them in managing or responding to aggressive behavior.

Article 13 Meal Periods

All employees who receive a meal period without pay of one (1) hour or one-half (1/2) hour, as designated by the Employer, shall receive that period near the mid-point of their work shift. It will be the supervisor's responsibility to schedule coverage for meal breaks. If an emergency situation arises which is beyond the control of the immediate supervisor, meal periods may be delayed until relief from another Employee may be obtained. If the Employer requires an employee to work or discuss work during a meal period such time shall count as time worked

and the employee shall be compensated to the nearest quarter-hour for that time or be given additional time to provide them with the employee's full lunch period.

Employees may not elect to forgo meal periods for the purpose of accruing time off or overtime.

Those employees required to work a continuous eight-hour shift shall be allowed an opportunity to eat. Employees may bring, store, and eat food in designated worksite locations. However, the parties acknowledge some employees may also be required to participate in the agency meal process with clients or patients as a requirement of their job.

Article 14

Safety Committees and Health and Safety of Employees

Section 1. While it is recognized there are certain hazards associated with the work of state employees, the parties agree that the health and safety of employees is a mutual concern.

Section 2. The Employer shall make a form available to all employees so that they may report unsafe working conditions. After training on agency safety policies and procedures relevant to the employee's job, employees shall follow the procedures provided, or as directed, necessary for their safety and protection and shall observe established safety policies and procedures.

Section 3. All employees shall immediately report any work-related property damage and personal injuries to their immediate supervisor or designee.

Section 4. Within the bounds of sound management principles, the Employer will take reasonable measures to protect employees against unreasonable exposure to hazardous conditions. In the event the safety committee identifies unsafe working conditions they shall bring the matter to the attention of the agency head or designee and may make recommendations regarding resolution of same. Where the safety committee identifies additional related recommendations following the agency head or designee's decision, the safety committee may bring those additional recommendations to the agency head or designee for consideration and action.

Section 5. The Employer agrees to establish a safety committee for each correctional facility and state hospital covered by this agreement to: (1) assist in identifying and correcting unsafe working conditions, (2) promote education programs to create and maintain safe working habits and safe work environment, and (3) submit recommendations to the agency head or designee for improvements in the safety and security of employees and the work environment. No correctional facility or state hospital shall be required to establish more than one safety committee where such committee is established by agreement with a unit represented by KOSE.

- a. The safety committees will be comprised of up to six (6) members appointed by the agency head or designee, and up to six (6) Union members appointed by the Union. The agency head shall appoint a chairperson from the appointees for establishing meeting dates, times and locations and for any other administrative actions necessary to aid or further the work of the committee.

- b. The safety committee will meet at least quarterly per calendar year. Time spent in these meetings shall be considered work time.
- c. Employees in the unit may submit safety concerns or recommendations to improve or promote safety practices to the safety committee for consideration on a form made available to the employee.
- d. Safety concerns that require immediate attention shall be reported through the employee's supervisor.
- e. The safety committee may request presentations from agency staff or other relevant individuals on safety matters of interest or concern to the committee.
- f. The Employer will establish an electronic method of updating employees on the work of the safety committee after each meeting.
- g. The agency head or designee(s) will make the final determination concerning the adoption or rejection of any safety committee recommendations and the means, mode, method and timing of implementation of any approved recommendation(s). The agency head or designee shall provide a written report, which may be in electronic format, to members of the committee.

Section 6. Employees will be provided with information on all communicable diseases to which there may be routine workplace exposure. Information shall include disease symptoms, mode(s) of transmission, method(s) of self-protection, workplace safety procedures and precautions, and recommendations for immunizations. Employees will also be provided with appropriate information including material safety data sheets on caustic substances to which there may be routine workplace exposure.

Section 7. In the event an employee comes into contact with any bodily fluids, the Employer will make arrangements for the employee to shower and/or change clothes/uniforms and/or take other corrective actions including, but not limited to, sanitizing footwear or equipment, as are necessary under the circumstances.

Section 8. In the event an employee is injured or exposed to hazardous conditions that require immediate outside medical attention or treatment, the appropriate Employer designee shall assist in making arrangements for transportation as conditions warrant. The Employer agrees to adopt policies at each agency and/or worksite that establish the identity of such designees and to specify actions for employees to take in the event of an injury, or if an employee is unable to reach the designee.

Article 15

Position and Shift Assignments for Posted Vacant Positions at State Hospitals

Section 1. Consideration of Classification Seniority.

Classification seniority will be considered in filling vacant positions within the same civil service classification. Preference of position and/or shift assignment of qualified employees will be

considered as posted vacancies occur. Employees within units 2, 3, and 4 who desire a change of position or shift assignment for a posted vacancy shall submit a written request to the department/unit head with a copy to the Human Resources Director.

Section 2. Qualified Employee.

A “qualified employee” is an employee who has attained permanent status in their current position; and whose work performance is satisfactory; and who is capable of satisfactorily performing the essential functions of the position they are requesting. The Human Resources Director will verify through documentation provided by the employee’s supervisor that the employee meets the definition of a “qualified employee.”

**Article 16
Caseloads**

In making caseload assignments, the Employer will consider the volume of clients to be served, the amount of time the employee needs to spend with clients, and the nature and complexity of client services. As caseload size increases, the Employer will work with the employee to prioritize the caseload and recognizes that the employee has a decreasing capacity to optimally perform ongoing case management activities. Evaluations will take into account the employee’s caseload size as well as the employee’s ability to meet timeliness, accuracy and customer service requirements.

The Employer shall ensure supervisors document when an employee requests assistance in balancing their caseload assignments. Such requests shall be included as part of the employee’s evaluation and such requests should not adversely affect employee evaluations.

**Article 17
Case Processing Time for Employees at DCF Regional Offices**

At DCF regional offices the Employer agrees to encourage supervisors to provide case processing time for caseload-carrying employees to complete their paperwork. “Case processing time” is generally defined as time wherein the employee is not required to meet personally with clients or respond to telephone inquiries except in case of an emergency.

At DCF Regional offices, the Employer shall ensure that supervisors will provide up to twenty-four (24) hours per month for case processing time for employees with caseloads to complete documentation and related paperwork for such assigned cases. The supervisor and employee shall work to allot these hours with consideration for schedules and service center operational needs.

**Article 18
Union Office Space**

In state hospitals, office space shall be provided to the union in accordance with current practices. In all other agencies and facilities, meeting space shall be provided to the union upon request and subject to reasonable availability.

Article 19 Licensure, Certification, and Training

Section 1. Licensure and Certification

Employees may be required to possess and maintain professional licenses or certifications necessary to perform the duties of the position to which they are assigned. Employees are solely responsible for assuring they have the necessary training or continuing education credits to maintain their license or certifications. Employees may request to attend training relevant to their position and required to maintain their professional license or certification. If approved, employees will not be required to use accumulated leave balances to attend. Employees will not be unreasonably denied opportunities sufficient to maintain their professional license or certification.

Section 2. Other Training

The Employer recognizes the value of providing employees with opportunities for training and continuing education. Employees may request to attend job related training and continuing education courses or seminars. If approved, employees will not be required to use accumulated leave balances to attend.

Section 3. Practitioner Progression Program at the Department for Children and Families

The Employer shall, through the Department of Administration or other applicable entity(s), study the following:

- a) A career progression program for licensed social workers, psychologists, and other related professionally licensed staff within this Agency.
- b) A career progression program for practitioners who may not initially be licensed upon employment with the Agency but express an interest in doing so.

Such study shall be completed within one year of the ratification of this agreement and shall be sent to the KOSE President upon completion.

Once the study is completed, both parties agree to work collaboratively to implement the program if supported by study results.

Article 20 Officially Declared Emergencies

Section 1. Definitions

“Emergency” refers to a situation where an emergency has the potential to last longer than 72 hours, including but not limited to: extreme staffing shortage or pandemics. “Extreme staffing shortage” refers to a vacancy rate at any individual facility of 25% or greater, or any successor metric that indicates a similar level of staffing shortage.

Section 2. Declarations

In the event of any emergency situation, the Secretary or agency head of the affected agency with written approval of the Governor may declare an emergency. If such emergency is declared, the

affected agency shall transmit a letter to the KOSE President informing them of the declaration, the reasons for the declaration, and the estimated length of time for the declaration.

Section 3. Duration

Emergency declarations may only be declared for thirty (30) days at a time and may only be extended on a monthly basis in writing from the Secretary or agency head of the affected agency to the KOSE President.

Section 4. Exception

The provisions above do not apply to situations lasting less than 72 hours. In situations lasting less than 72 hours, the agency shall contact the KOSE President by phone or text message to apprise them of the situation.

Section 5. Work Hours

In the event of a declared emergency, the employer may direct employees to work for up to 16 consecutive hours. At the end of the 16-hour time period, the employer shall provide a means for the employee to rest for at least eight (8) consecutive hours. Workers may choose to not utilize the means of rest that the agency provides without penalty or punishment.

Section 6. Resolution

During the extent of an emergency declaration, the affected agency is required to have contact with KOSE on a weekly basis to discuss plans to resolve the emergency. All parties agree to work collaboratively to limit the use and duration of emergency declarations.

Section 7. Conclusion

If an emergency is declared, the agency shall determine a clear metric to trigger the conclusion of the emergency. For extreme staffing shortages, the conclusion will be determined by having a vacancy rate below 25%. Upon achievement of that metric, the agency shall consult with KOSE to develop a plan to return to normal operations. Such plan shall include consideration of post or detail assignment rotation schedules and shall not unnecessarily delay a return to normal operations.

Article 21 Duration

This Units 2, 3 and 4 Supplemental Agreement is supplemental to the Memorandum of Agreement between the Kansas Organization of State Employees and the State of Kansas (KOSE MOA).

Appendix Definitions

Nursing Leadership: Chief Nursing Officer, Director of Nursing, Assistant Director of Nursing, and/or Unit Leader. Nursing Leadership may delegate tasks to the Call Center or Scheduling Team.

Overtime: As defined by FLSA, overtime occurs when a non-exempt employee works over 40 hours in a single workweek.

Holdover: A mandate for an employee to remain at their duty station or an equivalent duty station consistent with the employee's position description within the state hospital after the end of their scheduled work shift.

Pull: A change in an employee's duty assignment to work in a different unit made by hospital leadership to meet the operational needs of a state hospital.

Shifts Defined in Article 12 (*note: not all listed job classifications are covered in the bargaining unit*)

Administration

Accountant I, Accountant II, Accounting Specialist, Advanced Registered Nurse Practitioner, Administrative Assistant, Administrative Officer, Administrative Specialist, Applications Developer I, Applications Developer II, Collector, Collector Sr., Dentist, Dietician II, Educational/Info Rep. Legal Asst., Librarian I, Management Systems Analyst I, Pharmacist, Physician, Physician Specialist, Procurement Officer I, Procurement Officer II, Program Consultant I, Program Consultant II, Publications Writer I, Research Analyst I, Research Analyst II, Research Analyst III, Research Analyst IV, Office Asst., Qualified Dev Disability Prof, Speech Pathologist/Audio I, Sr. Administrative Asst., Sr. Administrative Specialist, Staff Development Specialist I, Volunteer Services Coordinator

Social Services and Counseling

Chemical Dependency Counselor, Clinical Chaplain, Human Services Counselor, Foster Grandparent (Federal), Foster Grandparent (State), Psychiatrist, Psychologist I, II, III and IV, Social Worker, Social Worker Specialist, Clinical Therapist

Facility Services

Assistive Technology Specialist, Automotive Driver, building System Technician, Carpenter, Carpenter Sr., Clothing Specialist, Cosmetologist, Custodial Crew Leader, Custodial Specialist, Custodial Worker, Electrician, Electrician Sr., Electronics Technician, Equipment Mechanic, Equipment Operator, Equipment Operator Sr., Facilities Specialist, Gen Maint and Repair Tech, Gen Maint and Repair Tech Sr., Laboratory Technician II, Laboratory Technician III, Lock System Specialist Sr., Network Services Technician I, Machinist, Mechanic, Mechanic Sr., Painter, Painter Sr., Plumber, Plumber Sr., Printing Service Coordinator, Radiologic Technologist I, Refrig and AC Svc Tech, Refrig and AC Svc Tech Sr., Storekeeper, Storekeeper Senior,

Storekeeper Specialist, Technology Support Consultant, Technology Support Tech I, Technology Support Tech II, Utility Worker, Welder

Direct Support and Laundry

Activity Specialist I, Activity Specialist II, Activity Therapist I, Activity Therapist II, Activity Therapy Technician, Certified Nurse Aide I, Certified Nurse Aide II, Dental Assistant, Developmental Disability Specialist, Health Care Assistant, Health Care Technician I, Health Care Technician II, Human Services Assistant, Human Services Specialist, Laundry Worker, Licensed Mental Health Technician, Licensed Practical Nurse, Licensed Practical Nurse Sr., Medical Technologist, MHDD Technician, Rehab Support Worker, Rehabilitation Instructor, Activity Coordinator, Client Training Supervisor, Safety and Security Officer I, Cook, Cook Sr., Food Service Worker

Power Plant Operator I, Power Plant Operator II and the following classifications working in Admissions, Call Center, Switchboard and Pharmacy

Administrative Asst., Administrative Specialist, Power Plant Operator I, Power Plant Operator II, Sr. Administrative Asst., Sr. Administrative Specialist

FOR THE STATE OF KANSAS



Adam Proffitt
Secretary, Kansas Department of Administration



Jordan Brewer
Chief Counsel, Kansas Department of Administration

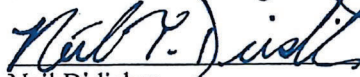


Joe Hudson
Director of Labor Relations, Kansas Department of Administration

FOR THE KANSAS ORGANIZATION OF STATE EMPLOYEES



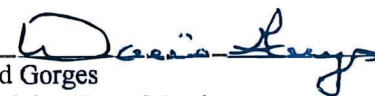
Sarah LaFrenz
President and Lead Negotiator, Kansas Organization of State Employees



Neil Didieker
Bargaining Team Member



Charlene Foskuhl
Bargaining Team Member



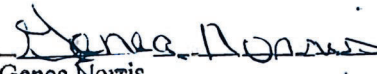
David Gorges
Bargaining Team Member



Loren Kriegel
Bargaining Team Member



Rockford Lindgren
Bargaining Team Member



Genea Norris
Bargaining Team Member



Donald "Rick" Wiley
Bargaining Team Member