

November 3, 2021

D. WORKFORCE PLANNING AND DEVELOPMENT (p22)

1. TAFT-HARTLEY TRUST

a. Funding

A Taft-Hartley trust for Alliance unions representing employees of KFHP, KFH and the affected Permanente Medical Groups (the Ben Hudnall Memorial Trust), will be funded to provide for base services as well as comprehensive training and education programs and services in such areas as:

- (1) hard-to-fill/critical need, market-challenged positions;
- (2) qualified bilingual skills training;
- (3) preparation for new technology and new workflows; and
- (4) health care reform impacts.

For the duration of this agreement, the parties agree that the Joint Educational Trust will be funded annually. The funding calculation will be determined by a 0.50 percentage of the gross annual payroll of Alliance-represented employees participating in the Trust as of December 31 of the preceding year. Funds will be transferred to the trust annually according to the trust agreement. In addition, the Employer will contribute \$3 million annually to the Ben Hudnall Memorial Trust.

Effective June 1, 2022, the Employer will make a one-time payment of fifteen million dollars (\$15M) to the Ben Hudnall Memorial Trust.

Furthermore, the Employer will contribute another \$1 million annually to the Ben Hudnall Memorial Trust for the purpose of providing enhanced training benefits for employees in the redeployment process, in addition to those benefits provided by the Employment and Income Security Agreement.

For the Alliance:

 11/11/21

Hal Ruddick **Date**
Executive Director
Alliance of Health Care Unions

For the Employer:

 11/12/2021

Steve Shields **Date**
Senior VP National Labor Relations
Kaiser Permanente

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