

**KAISER WESTSIDE MEDICAL CENTER / SPECIALTY MEDICAL OFFICE BUILDING CULTURAL NORMS AND EXPECTATIONS**

**LETTER OF UNDERSTANDING BETWEEN KAISER PERMANENTE HEALTH PLAN OF THE NORTHWEST/KAISER FOUNDATION HOSPITALS AND THE COALITION OF KAISER PERMANENTE UNIONS**

**JUNE 20, 2012**

Kaiser Permanente Health Plan of the Northwest/Kaiser Foundation Hospitals (KP) and the Coalition of Kaiser Permanente Unions (Coalition) have worked in partnership to plan, open and operate the Kaiser Westside Medical Center (KWMC) and Specialty Medical Office Building (SMOB) in the year 2013. As part of this unprecedented effort in the Northwest, the parties developed the KWMC Cultural Norms and Expectations.

All individuals that are offered and accept a position at KWMC and the SMOB will read and sign the KWMC Cultural Norms and Expectations, developed in Partnership. The Cultural Norms and Expectations will not be used or cited in Joint Discovery processes or Corrective Actions, but will be the standards to which individual employees will be trained and educated.


Agreement is indicated by the signatures below. Signed copies of this agreement and the Cultural Norms and Expectations are to be provided to the representatives listed below.

LD

MN

The employee will retain the signed & original copy; no additional copies will be made

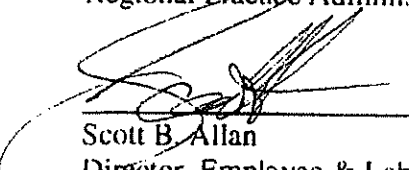
Signatures -

  
\_\_\_\_\_  
Susan Mullaney  
Administrator, Regional Clinical Services

6/20/2012  
\_\_\_\_\_  
Date

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Susan Hobbel  
Regional Practice Administrator

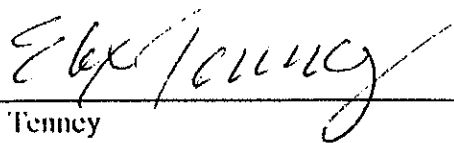
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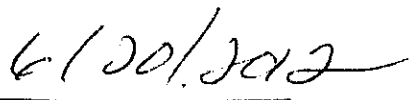
  
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Scott B. Allan  
Director, Employee & Labor Relations

6/20/2012  
\_\_\_\_\_  
Date

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Kate Pingo  
National Coordinator,  
Coalition of Kaiser Permanente Unions

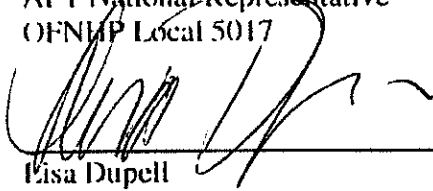
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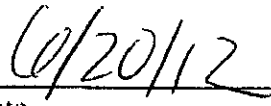
  
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Alex Tenney  
President  
OFNHP Local 5017

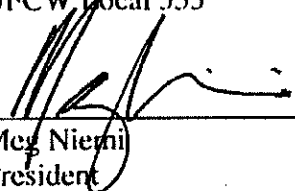
  
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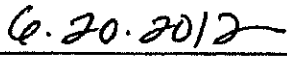
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Linda Cushing  
AFT National Representative  
OFNHP Local 5017

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Dupell  
Staff Director  
UFCW Local 555

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Meg Niemi  
President  
SEIU Local 49

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
David Vale  
President  
ILWU Local 28

\_\_\_\_\_  
Date