

Kaiser Permanente Northwest Region

And

KPNW, ILWU Local 28, SEIU Local 49, OFNHP, UFCW and ONA

In order to achieve the efficiencies necessary to meet KPNW's financial goals concerning the 2013 budget the parties agree to the following:

Business Closure Days:

With the exceptions of the locations listed on the attached schedule, KPNW will close the day after Thanksgiving, Friday, November 28, 2014.

Employees covered by this agreement may voluntarily use Vacation Leave or Leave Without Pay on this date. If an employee chooses to not voluntarily take a leave, KPNW will find work for that employee during their regular schedule.

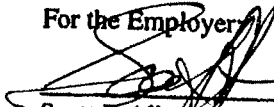
This leave will not count against an employee's other leave entitlements or benefits under the parties' collective bargaining agreements and will not impact their coded hours. Leave will not count against time off accruals or eligibility for OFLA, WFLA, and FMLA.

The leave hours will count toward the accrual of weekly overtime.

All employees are required to identify their leave preference or work preference in writing to their immediate supervisor two weeks prior to the posted schedule. If an employee does not select, KPNW will make a default selection - in the following order - to: Vacation or PTO, Float Holidays or LWOP.

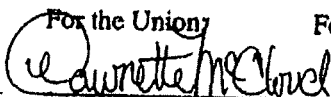
AGREED:

For the Employer:




Scott B Allan
Director
HR Emp & Labor Relations
9-15-14
Date

For the Union:



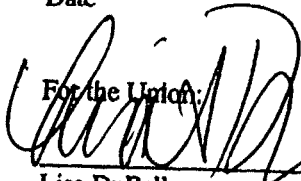
Dawnette McCloud
Executive President
OFNHP/ONA
8-14-2014
Date

For the Union:



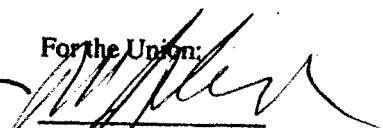
Meg Niemni
President
SEIU, Local 49
8-19-2014
Date

For the Union:



Lisa DuPell
Union Representative
UFCW Local 585
8/20/14
Date

For the Union:



Marjald Hardman
President
ILWU Local 28
9/15/14
Date

