

LETTER OF AGREEMENT

The Coalition of Kaiser Permanente Unions: Service Employees International Union Local 49, United Food & Commercial Workers Local 555 and Oregon Federation of Nurses & Health Professionals Local 5017 and Kaiser Permanente Healthplan of the Northwest

Kaiser Permanente Regional Uniform Professional Dress

The Coalition of Kaiser Permanente Unions: the Service Employees International Union, Local 49, United Food & Commercial Workers, Local 555 and Oregon Federation of Nurses & Health Professionals, Local 5017 (Coalition) and Kaiser Permanente Healthplan of the Northwest (KP) have developed in partnership the following agreement to provide and maintain the Uniform Scrubs for Coalition represented employees at Kaiser Sunnyside Medical Center (KSMC), Kaiser Westside Medical Center (KWMC) and Ambulatory Care. This agreement replaces all prior Uniform Scrub letters of agreement. The terms of the agreement are as follows:

1. Upon hire into represented, patient/member facing position at KP listed in the chart below, KP will provide employees with the exact number of scrubs, based on the number of regularly scheduled work days, (Employees regularly scheduled to work 5 days per week would receive a maximum of 5 sets):
 - a. 5 days = 5 scrub sets;
 - b. 4 days = 4 scrub sets
 - c. 3 days = 3 scrub sets;
 - d. 2 days = 2 scrub sets; and,
 - e. Less than 2 days = 1 scrub set.

Employees that work a straight 7/70 schedule at the time this agreement is implemented, will be provided with seven (7) scrub sets during implementation, (3) scrub sets at first renewal anniversary, and (5) scrub sets for each renewal anniversary year, thereafter.

Scrub sets will be one (1) black pant/skirt and one (1) top. Employees may choose to replace one (1) top or one (1) bottom with a Jacket, (to be worn over a scrub top). Tops and Jackets will be in the specific color designated in the table below:

Color	Department, Unit, Function or Position
Ceil	Pharmacy Assistant
Desert Sage	Respiratory Therapy
Eggplant	Certified Nurse Assistants, Certified Patient Care Assistants
Hunter Green	Imaging Services*
Khaki	Orthopedic Technician
Olive	Physical Therapy, Occupational Therapy
Pewter	Patient Lift
Purple	Medical Assistant, Sleep Lab Assistant, Home Health Aide, Physical Medicine Aide, Rehabilitation Aide, Surgery Aide, Neurology Assistant, Orthopedic Assistant, Trainee, Wound Care Assistant, Ophthalmic Technician
Red	Emergency Department Technician, Cardiac Monitor/Surveillance Technician, Optometry Assistant
Royal Blue	Registered Nurse
Taupe	Laboratory Services, Histology Technologist, Medical Lab Technologist, Lab Clerk, Phlebotomist
Teal	Environmental Services and Floor Care
Turquoise	Materials Coordinator, Materials Assistant, Materials Technician
Grey*	Licensed Practical Nurse

*Imaging Services employees presently in Mammography and Licensed Practical Nurses employed at the Westside Specialty Medical Office, Sunset Medical Office, KWMC or other locations covered by prior uniform scrub agreements will transition to the color listed in this agreement during implementation.

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2. Upon hiring On-call or Coded Replacement employees immediate supervisor will predict number of days employee will work and provide corresponding number of scrub sets as defined above in section one (1). Days worked will be reevaluated after three (3) months of employment, additional scrubs sets will be provided if average days worked is greater than predicted at hire.
3. Currently employed On-call or Coded Replacement employees will be provided a corresponding number of scrub sets as defined above in section one (1), determined by an evaluation of average days worked for a three (3) month period prior to implementation.
4. New hires after the implementation of this agreement, will be aligned with work location annual renewal date, unless they are hired 60 days prior to the renewal date in which case they will not receive new scrubs until the following renewal date, (i.e. one year and two months).
5. The parties agree to reconvene to negotiate, if there is a change in practice for classifications currently in uniforms not covered by this agreement (including but not limited to: Landscaping Dept. and Transportation Dept.).
6. Employees identified in the table in section 1 of this agreement will be provided with scrub sets through a series of "professional fitting events" to be planned and implemented by the RLMP chartered Uniform Professional Dress committee. Employees will be able to participate in the fitting events during regularly scheduled work hours. The parties agree that the intent is to have fittings at the employees' work site/campus; any exceptions will be managed by the Uniform Professional Dress Committee. Employees unable to participate during regular work hours may participate during their off time and will be paid for the actual time spent participating in the fitting event. Employees must coordinate with their immediate supervisor prior to participating in an event outside scheduled work hours.
7. Renewal anniversaries will be based upon the implementation plan and schedule developed by the Uniform Professional Dress Committee. The number of scrub sets provided to individual employees each year will be based upon the number of regularly scheduled work days of the employee, as outlined in section 1 of this agreement.
8. In the event unforeseen needs compel an employee to obtain replacement scrub sets, the employee will work with their immediate supervisor to reasonably resolve the need for replacement scrub sets. If the immediate supervisor is unable to resolve the unforeseen need, the employee will have the option to elevate the issue through a process defined by the Uniform Professional Dress Committee.
9. Employees are responsible to launder and maintain scrubs for use at work. Employees may purchase additional scrub garments or full scrub sets through established KP vendors at the individuals own expense. If purchased during the professional fitting event, additional scrubs can be obtained at the KP rate. Individually purchased scrub sets must be an exact color match in order to be worn at any Kaiser Permanente Facility.
10. Employees will be required to report to work in the appropriate provided scrubs, in compliance with current KP Dress Standards policies, unless otherwise required to don/doff uniforms during working hours by a department specific policy.
11. During Holidays identified below, employees covered by this agreement may choose to wear personal holiday-themed scrub tops to work. Holidays include:
 - Valentine's Day (February 14th)
 - Independence Day (4th of July)
 - Labor Day
 - Halloween (October 31st)
 - Christmas/Hanukah/Kwanza (December 25th)

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Personal holiday themed scrub tops may be worn on the actual date of the holiday and during the four (4) days prior to the holiday.

12. Temporary Employees, "Travelers" and/or Agency employees that work in one of the job classifications listed in the table above will be provided with the color scheme for the position or function. These individuals will provide their own scrub sets.

13. Represented employees, in a Coalition Labor Partner or Labor Liaison assignment will be provided with one (1) scrub set. The color of the scrub set will be that identified in the chart above for the job classification or function to which the employee retains return rights.

LOA Interpretation and Sunset

The parties agree that any changes or modifications to the terms of this agreement may be reviewed through the appropriate Partnership processes. A partnership process may be initiated by any of the signatory parties with a minimum of 30 days notice to the other signatory parties. This non-precedent setting Letter of Agreement.

Agreement is indicated by the signatures below

For the Employer:

Signature: Mike Kinard
Date: 10/14/14
Name: Mike Kinard
Title: Vice President, Ambulatory Care Services, Kaiser Permanente

For the Union:

Signature: Meg Khemi
Date: 10/21/14
Name: Meg Khemi
Title: President, SEIU Local 49

Signature: Susan Mullaney
Date: 10/14/14
Name: Susan Mullaney
Title: Vice President, Hospital Operations, Kaiser Permanente

Signature: Lisa Dupell
Date: 11/7/14
Name: Lisa Dupell
Title: Staff Director, UFCW Local 555

Signature: Susan Giboney
Date: 10/15/2014
Name: Susan Giboney
Title: Senior Director, Service Strategy & Care Experience, Kaiser Permanente

Signature: Dawnette McCloud
Date: 11-6-2014
Name: Dawnette McCloud
Title: Executive President, OFNHP Local 5017

Signature: Andrew Loomis
Date: 10/15/2014
Name: Andrew Loomis, SPHR
Title: Manager, Employee & Labor Relations, Kaiser Permanente