

## LETTER OF AGREEMENT

### Tanasbourne Call Center

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 for impacted Coalition employees in regards to the relocation of Call Center services to the Tanasbourne building. The terms of the agreement are as follows:

#### Option 1: Incentives to Relocate

Coalition employees who elect to follow their work and relocate to the Tanasbourne building will:

1. Receive a relocation incentive of \$750.00 at time of relocation and another \$750.00 six months after relocation.
2. Have a choice of either:
  - a. Six (6) months of mileage differential between current commute and new commute at a maximum of twenty-five (25) miles per one way trip (there will be no mileage cap for Salem employees).

[OR]

- b. One (1) year TriMet pass, a shuttle service between Willow Creek/ SW 185<sup>th</sup> Ave transit center and the Tanasbourne building will be provided as long as 10% of TriMet pass recipients utilize this service. Continuation of shuttle service will be evaluated after one (1) year.
3. Be forgiven, for up to 18 tardies within the first two (2) months of relocation.
4. Have job scope freeze, keeping Primary Care, Specialty Care, Dental and RAN separate for the first six (6) months of relocation.
5. Engage in joint staffing, evaluating schedule flexibility (FT positions, 10 hour shifts, job sharing, combined lunch/breaks etc.) on time schedule defined below:
  - a. Primary Care appointing, RAN, RTMC, imaging discussions completed by June 15, 2015.
  - b. Specialty Care, Dental and Salem appointing discussions completed by December 31, 2015.
6. Have opportunity to work from home under guidelines of telecommuting agreement LOU's developed within each workgroup - with the understanding that all functions

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must be on CCSTI platform for eligibility data collection prior to telecommute option per negotiated agreement.

- a. Imaging will meet immediately to discuss telecommuting opportunity.
- b. Mental Health Triage, Specialty Care, Dental and Salem appointing will meet three (3) months following start on the CCSTI platform to discuss telecommuting opportunity and team readiness; Actual start of telecommuting will be dependent on team readiness and appropriate data collection.

#### Option 2- Alternatives to Relocation

All impacted Coalition employees may elect reduction in force (RIF). If RIF is elected there are two (2) options to select from:

1. RIF with Employment Income Security Agreement (EISA)- agreement to follow all contractual obligations under EISA (One year income security, with full opportunities for training, job shadowing, super seniority for job bidding, etc.) Consideration of waiving minimum requirements on positions will be considered on a case by case basis.

[OR]

2. RIF with Contractual Severance -- Severance, defined by individual's contract and employment with KP. (Would need to continue to work until relocation date)

#### Timeline

June 15, 2015- Complete Joint Staffing for Primary Care, RAN, RTMC, and Imaging. Complete Salem/Specialty Care (member facing) sub-group recommendations.

July 1, 2015- Deadline for impacted Coalition employees to select relocation or RIF.

August 1, 2015- RIF notices sent to Union presidents.

August 15, 2015- Deadline for Coalition employees who elected to RIF to select severance or EISA.

September 1, 2015- Coalition employees electing EISA RIF, given notice.

October 1, 2015- RIF and employee relocation begins.

October 2, 2015- EISA year begins.


December 31, 2015- Complete Joint Staffing for Specialty Care, Dental and Salem.

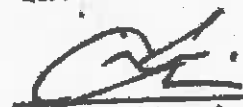
January 31, 2016 (approximately)- engage in Specialty Care, Dental and Salem telecommuting discussion.

Agreement is indicated by the signatures below:

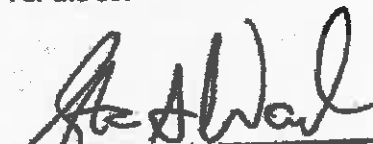
For Kaiser Permanente

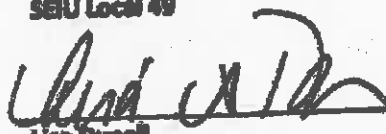
  
\_\_\_\_\_  
Date 6/3/15  
David B. Lake  
Vice President  
Health Plan Operations & Strategy

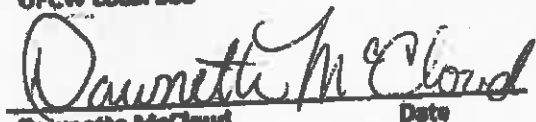
  
\_\_\_\_\_  
Date 6/3/15  
Kati Trimmwiser  
Executive Director of Ambulatory  
Services

  
\_\_\_\_\_  
Date 6/17/2015  
Andrew W. Loomis  
Manager, Employee & Labor  
Relations

For the Coalition Unions:

  
\_\_\_\_\_  
Date 6/10/15  
Mag-Naimi Steven Vard  
President HC Director  
SEIU Local 49

  
\_\_\_\_\_  
Date 6/17/15  
Lisa Dupell  
Healthcare Coordinator  
UFCW Local 555

  
\_\_\_\_\_  
Date 6-17-15  
Dawnette McCloud  
Executive President  
OFNHP Local 5017

