


LETTER OF AGREEMENT – ARBITRATOR SELECTION

December 31, 2015

Kaiser Permanente Northwest (KPNW) and the Oregon Federation of Nurses and Health Professionals (OFNHP) have agreed to alter the terms and conditions of the collective bargaining agreements (Contracts) between said parties, including the Oregon Nurses Association (ONA) agreement, over which OFNHP has representational authority, in the following manner:

1. The "Grievance Procedure" of the aforementioned Contracts currently requires the parties to use a "standing panel" of arbitrators.
2. Due to retirements and unavailability, the standing panel of arbitrators has created difficulties in scheduling and expediting grievances.
3. Therefore, the parties have agreed to change the process by which arbitrators are selected.
4. Henceforth, an impartial arbitrator shall be selected by mutual agreement of the parties. In the event mutual agreement is not reached, the party appealing the grievance to arbitration shall request a panel of arbitrators from the Federal Mediation and Conciliation Service. The request shall require that the panel of arbitrators be limited to those from Oregon and Washington. Upon receipt of said panel, the parties will select an arbitrator by a flip of a coin and alternatively striking names.
5. This change only alters the process by which an arbitrator is selected; all other terms and conditions of the grievance process shall remain unchanged, including, but not limited to timelines for elevating grievances to arbitration, the scope of the arbitrator's authority, and the splitting of fees and expenses for the arbitration.


For KPNW



1/14/16
Date

Scott Allan
Director, Employee and Labor Relations
Kaiser Permanente Northwest

For OFNHP



1/15/2016
Date

Lynn-Marie Crider
Staff Director
Oregon Federation of Nurses and
Health Professionals