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Gender Neutral Contract Language

Problem:

How might we reflect the mission and vision shared by both Kaiser Permanente and OFNHP to remain entities that support equity and inclusion in all we do?

Proposal:

Two (2) members of the Tech bargaining table, one from labor and one from the Employer, will assist and work together during the redlining process to change all language in the Tech CBA that refers to a specified gender such as but not limited to he or she, to gender neutral language such as they, them, or employee.

Rhea Hindert 4/1/25

2:34pm

UR 4/1/25