

TA 4/14/25 4:09 pm
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Management proposal
"Article 10 Counter Proposal"

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@1609

Article 10 – Seniority, Layoff, Recall

A. Definition of Seniority

1. Seniority will be based on the hire date into the Laboratory Professionals Bargaining Unit, except as specified below.
2. The seniority roster in effect upon ratification will remain in effect.
3. If two or more employees have the same hire date, the employees' day and month of their birthday, from the earliest to latest in chronological order in a calendar year, will be used to determine the order of seniority.
4. OFNHP members employed by Kaiser Permanente in the Northwest region who are hired into a Laboratory Professionals bargaining unit position from another position represented by another OFNHP collective bargaining agreement will be granted one (1) year of seniority for every (3) three completed years of employment as an OFNHP bargaining unit Kaiser Permanente employee, on a prorated basis.
5. Any OFNHP bargaining unit employee enrolled in a medical technologist/medical lab scientist licensure education program as of September 30, 2021 will retain their previous seniority.
6. Seniority will be bridged, through adjustment of the hire date, for the following reasons:

- a. Layoff and recall;
- b. Voluntary resignation/retirement and rehire or returning to the bargaining unit via transfer: if the employee is rehired or transfers into the bargaining unit after a break in service within twelve (12) months following non retirement resignation/retirement/ departure from the bargaining unit, the employee will be given full credit for seniority previously accrued through the prior termination date; seniority will continue to accrue on the rehire date. If the employee is rehired after twelve (12) months, seniority will be based on the rehire date.

B. ~~Job Bidding~~ Application of Seniority

1. Job bidding seniority will be applied in the following order
 - a. Laboratory Professionals bargaining unit seniority (see 10 C for order of application)
 - b. Kaiser Permanente Employees covered by any other OFNHP collective bargaining agreement
 - c. All other candidates
2. For all other purposes where seniority is applied, namely in workgroup settings, including but not limited to vacation bidding, holiday assignments, schedule bidding, education leave, and reductions in force, seniority will be applied by years of employment by Kaiser Permanente in the Northwest region in any position covered by any OFNHP collective bargaining agreement in Kaiser Permanente Northwest region.

C. Seniority Lists

1. An updated seniority list shall be provided by the Employer every January and July and reviewed by a Labor Management Committee every March and September. The list shall be published on HRconnect

and distributed to the OFNHP union office and the Labor Management Committee every January and July. The list shall include the employee location, job title, status, coded hours, Kaiser Permanente hire date, and Laboratory Professionals seniority date.

2. **Seniority Review:** If an employee believes their seniority to be inaccurate, that employee ^{may} should request a seniority audit from the National HR Service Center. If an employee disagrees with the audit, they may utilize the grievance procedure for recourse.

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