

LETTER OF AGREEMENT (LOA)
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS AFT LOCAL
5017

RE: Sunnyside Campus Construction Parking

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses and Health Professionals AFT Local 5017 (“OFNHP”) (collectively, “the parties”) are parties to collective bargaining agreements covering various bargaining units (the “Contracts.”)

The Employer is constructing a new, adjacent hospital to replace Kaiser Sunnyside Medical Center (“SMC.”) To create space for construction and ensure the safety of employees during construction activities, the Employer is shifting some employee parking to off-site location(s).

Therefore, the parties agree to the following terms as part of impact bargaining related to the Employer’s decision to modify employee parking arrangements, including the use of off-site parking and any onsite or off-site impacts to employees arising from construction activities:

AGREEMENT

Parking-Spots and Location

1. Parking on the SMC campus and at designated off-site parking locations will remain free of charge to OFNHP members.
2. Employees who elect to use mass transit instead of parking on campus will receive complimentary transit passes-to be eligible for a Tri-Met Universal Pass, employees must meet the following criteria:
 - a. Be a full-time employee (32 hours a week)
 - b. Be coded to the Sunnyside campus
 - c. Use TriMet as their primary way to commute to Sunnyside
 - d. Not work remotely full time
 - e. Use their personalized Hop Card only for themselves, it cannot be shared or sold
 - f. Carry photo ID with their Hop Card
 - g. Return the pass on their last day of employment (it will deactivate within 7 business days)
3. The Employer will conduct a lottery every six months to allocate onsite and off-site parking to all non-credentialed employees. Only employees coded to the Sunnyside campus are eligible to participate in the lottery.
4. Employees must register their vehicle to participate in the lottery.

Parking Locations

1. Off-site parking will be provided. As of the date of this Agreement, that off-site parking is located at Clackamas Town Center or Valley View Church. The Employer reserves the right to change the location of off-site parking, but the Union reserves the right to bargain the impacts of any change in off-site parking location.
2. Designated parking for people with limited mobility will be available off-site.
3. To meet emergent needs for patient safety and prevent delays in care, the employer shall designate on-campus parking spaces to be available for on-call represented Surgical Services staff to report to work. In the event of notice by OFNHP about this specific subject, the employer shall meet on an expedited basis within 48 hours. Written notice shall be provided to the Director of Surgical Services and a Human Resources Consultant.
4. Represented staff who park their personal vehicle in a designated and appropriate space and then are required to move their vehicle while on-the-clock shall have no loss in compensation.

Shuttle Services

1. 24- hour shuttle service (24 hours only Monday through Friday; reduced hours on weekends) will be provided between all off-site parking locations and SMC campus buildings.
2. An adequate number of shuttles will be maintained to minimize delays for employees.

Security Measures

1. To ensure employee safety, the Employer will maintain security cameras and emergency call boxes in all off-campus employee parking areas.

Attendance Forgiveness

1. Employees will not be subject to corrective action or discipline for tardiness resulting from changes to the commute when adjusting from on-site to off-site parking for the first ten (10) weekday shifts when parking off-site for the first time since the closure of the SMC employee parking garage.
2. Outside of that time period, employees will not be subject to corrective action or discipline for tardiness due to verifiable shuttle service delays outside of their control (e.g., longer than expected shuttle drive times due to inclement weather, shuttle vehicle mechanical breakdown, etc.)
3. The Employer will ensure managers are trained to apply this provision consistently.
4. The parties will meet periodically to review attendance concerns related to off-site parking, with the mutual goal of reducing attendance barriers during construction.

Staff Education/Notification

1. The Employer will provide information to employees necessary for their participation in the lottery and compliance with changes to SMC parking expectations. Employees are encouraged to meet with their manager if they have any remaining questions.

- 2. Employees will be provided time during regularly scheduled work hours to register their vehicles with security.

Ongoing Monitoring

- 1. The Sunnyside Parking Advisory Committee will continue to meet on a monthly basis to recommend adjustments and enhancements to maintain safety and improve the employee experience. These meetings will include review of performance data and employee feedback on the parking system. The Committee will make recommendations on enhancements to leadership per its charter. OFNHP will continue to have one (1) seat on that Committee.
- 2. The Parties agree to continue identifying opportunities for remote work to alleviate on-campus parking demand.

Other


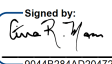
- 1. Upon employee request, an employee’s manager will meet with a requesting employee to problem solve and explore modified shift start/stop times if necessary related to external factors in the employee’s life (e.g., childcare). The Employer may modify the employee’s schedule with mutual agreement resulting from such meeting.

This agreement is non-precedent setting.

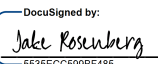


Except as expressly noted above, all other provisions of the Contracts remain in full force and effect.

This LOA will remain in effect from February 3, 2026, through December 31, 2029, unless extended or terminated early by mutual written agreement.

For the Union:

<div>Signed by:  47E8720F58D14F0</div>	1/27/2026 3:32 PM PST
Matthew Fennell	Date
OFNHP Internal Organizer	
<div>Signed by:  9044B284AD20472...</div>	1/27/2026 2:37 PM PST
Gina Mann	Date
Lab Pro Bargaining Unit Chair	

For the Employer:

<div>DocuSigned by:  5335EC5596F485...</div>	1/26/2026 6:10 AM PST
Jake Rosenberg	Date
Executive Director, Shared Services Operations	
<div>Signed by:  E77B2CC6B11426...</div>	1/23/2026 10:37 AM PST
Trevor Franklin	Date
Senior Director, HR Strategy & Operational Planning	
<div>Signed by:  7F031331746F482...</div>	1/23/2026 10:35 AM PST
Ismail Pekin	Date
Labor Relations Consultant	

Certificate Of Completion

Envelope Id: 0E866D06-E0FF-4886-871F-1D46B71BB485

Status: Completed

Subject: Complete with Docusign: SMC Campus Parking LOA OFNHP FINAL 1.22.26.pdf

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Document Pages: 3

Signatures: 5

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Initials: 0

Kristine Lewis

AutoNav: Enabled

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IP Address: 163.116.248.48

Record Tracking

Status: Original

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23-Jan-26 | 10:25

Kristine.F.Lewis@kp.org

Signer Events

Ismail Pekin

ismail.m.pekin@kp.org

Security Level: Email, Account Authentication
(None)

Signature

Signed by:

Ismail Pekin
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Timestamp

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Viewed: 23-Jan-26 | 10:35

Signed: 23-Jan-26 | 10:35

Signature Adoption: Pre-selected Style

Using IP Address: 163.116.251.120

Electronic Record and Signature Disclosure:

Accepted: 23-Jan-26 | 10:35

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Trevor Franklin

trevor.m.franklin@kp.org

Security Level: Email, Account Authentication
(None)

Signed by:

Trevor Franklin
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Viewed: 23-Jan-26 | 10:37

Signed: 23-Jan-26 | 10:37

Signature Adoption: Pre-selected Style

Using IP Address: 163.116.251.111

Electronic Record and Signature Disclosure:

Not Offered via Docusign

Jake Rosenberg

jake.rosenberg@kp.org

ED, Shared Services

Security Level: Email, Account Authentication
(None)

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Jake Rosenberg
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Viewed: 23-Jan-26 | 11:31

Signed: 26-Jan-26 | 06:10

Signature Adoption: Pre-selected Style

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Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 08-Jan-25 | 15:59

ID: ade0d3df-4d61-4f3c-a2cf-05372154b660

Gina Mann

gmann@ofnhp.org

Security Level: Email, Account Authentication
(None)

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Gina Mann
9044B284AD20472...

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Viewed: 27-Jan-26 | 14:36

Signed: 27-Jan-26 | 14:37

Signature Adoption: Drawn on Device

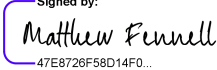
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Signer Events	Signature	Timestamp
Matthew Fennell mfennell@ofnhp.org Security Level: Email, Account Authentication (None)	<div>Signed by:  47E8726F58D14F0...</div> <div>Signature Adoption: Pre-selected Style Using IP Address: 50.45.231.142</div>	Sent: 27-Jan-26 14:37 Viewed: 27-Jan-26 15:21 Signed: 27-Jan-26 15:32

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Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
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Certified Delivered	Security Checked	27-Jan-26 15:21
Signing Complete	Security Checked	27-Jan-26 15:32
Completed	Security Checked	27-Jan-26 15:32
Payment Events	Status	Timestamps
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