

*Distributed via email on DATE: 5/21/24 at Time: \_\_\_\_\_.  
Management reserves the right to modify this proposal*

**Kaiser Permanente to OFNHP**

**Re: Counter Proposal #7**– the following is offered as a package and no item can be accepted individually.

Management recognizes and agrees that **PROG MGR, PED DIABETES-RN, Job Code 1829**, currently in use in the KPNW Region, will be converted from non-union to union represented and will be added to the OFNHP Professional Employees Bargaining Unit.

Current employees in the above-referenced position, who elect to retain their position, will be converted from non-union employment status to union represented employment status, and will be members of the OFNHP Professional Employees bargaining unit.

**Each element of this Employer proposal is part and parcel of the whole, an agreement to any individual element is contingent on agreement to the economic proposal in its entirety.**

**BENEFITS AND PERQUISITES**

The classification of Program Manager, Pediatrics Diabetes-RN employees will accrete into the Oregon Federation of Nurses and Health Professionals, Professionals Employees (“OFNHP”) Agreement and the 2021 National Alliance Agreement (the “Agreements”), except for changes set forth in this document.

Benefit changes will be effective **the first day of the pay period following ninety (90) days from the date this document is fully executed (“Implementation Date”)**. The Health and Welfare benefits implementation date (“H&W Implementation Date”) will be **the first of the month following the Implementation Date**.

**Health and Welfare Benefits:**

**Medical Benefits (including Vision):** Benefit eligible employees will maintain the existing “Benefits by Design” plan options through the H&W Implementation Date. Beginning on the H&W Implementation Date, benefit eligible employees will be transitioned from a “Benefits by Design” plan to the Kaiser Foundation Health Plan HMO for OFNHP members in the Northwest region.

**Dental Benefits:** Through the H&W Implementation Date, benefit eligible employees will maintain the current “Benefits by Design” plan for non-represented, non-union employees as applicable. Beginning on the H&W Implementation Date, benefits eligible employees will be transitioned to the dental coverage in accordance with the Agreements.

**Welfare Benefits:** Through the H&W Implementation Date, benefit eligible employees will maintain the current “Benefits by Design” plan for non-represented, non-union employees as applicable. Beginning on the H&W Implementation Date, flex credits will stop and life insurance, disability benefits, survivor assistance, flexible spending accounts and other welfare benefits will be provided in accordance with the Agreements.

*Distributed via email on DATE: 5/21/24 at Time: \_\_\_\_\_.  
Management reserves the right to modify this proposal*

**Kaiser Permanente to OFNHP**

**Re: Counter Proposal #7**– the following is offered as a package and no item can be accepted individually.

**Retirement Benefits:****Kaiser Permanente Represented Employees Pension Plan**

On and after the Implementation Date, employees will be covered under the Kaiser Permanente Represented Employees Pension Plan (KPREPP) Supplement to the Kaiser Permanente Retirement Plan, as applicable, with a 1.5% multiplier.

**Kaiser Permanente Supplemental Savings and Retirement Plan for Union Groups**

On and after Implementation Date, employees will be eligible to participate in the Kaiser Permanente Supplemental Savings and Retirement Plan for Union Groups on the first pay period following the second anniversary of their date of hire. Employees will receive an Employer contribution of 5% of eligible earnings.

**Kaiser Permanente Tax-Sheltered Annuity Plan**

Plan participants will continue to be eligible to participate in the Kaiser Permanente Tax-Sheltered Annuity Plan.

**Kaiser Permanente Supplemental Savings and Retirement Plan (Plan B)**

Employer and Employee contributions to Kaiser Permanente Supplemental Savings and Retirement Plan (Plan B) will cease. Prior contributions to this plan will remain in employees' accounts, and employees will continue to receive statements and have access to direct and allocate funds in those accounts. If the Employee has an outstanding plan loan, applicable loan repayments will continue.

**Retiree Medical Benefits:** Through the Implementation Date, eligible employees will maintain the current non-represented, non-union retiree medical benefits as applicable. Eligible employees retiring on or after the Implementation Date will receive retiree medical benefits in accordance with the 2021 National Alliance Agreement.

**TIME OFF BENEFITS**

All accrued and earned hours in Paid Time Off (PTO) as well as future accruals shall be governed by the terms outlined in the Agreements on and after the Implementation Date.

All accrued and earned hours in Extended Sick Leave (ESL) banks as well as future accruals shall be governed by the terms outlined in the Agreements on and after the Implementation Date.

On the Implementation Date, employees will receive Holidays in accordance with the Agreements.

**Kaiser Permanente to OFNHP**

**Counter Proposal #7**– the following is offered as a package and no item can be accepted individually.

**TELECOMMUTING**

Telecommuting will continue pursuant to the operative KP policy.

**SENIORITY**

Employees accreting into a bargaining unit will retain the same seniority status they already have. Upon entering the bargaining unit, each accreting employee may have a different seniority date.

**WAGE SCALE**

Proposed Wage Scale:

KP Proposal	Job Code	Step 1 (Start)	Step 2 (1)	Step 3 (2)	Step 4 (3)	Step 5 (4)	Step 6 (5)	Step 7 (6)	Step 8 (7)	Step 9 (8)	Step 10 (12)	Step 11 (14)	Step 12 (16)	Step 13 (20)
PROG MGR, PED DIABETES-RN	1829	\$52.36	\$53.67	\$55.01	\$56.39	\$57.80	\$59.24	\$60.72	\$62.24	\$64.96	\$66.58	\$68.24	\$69.95	\$71.70

Step Placement on the Proposed Wage Scale Above:

Employee	Step
Tara N. Moomey	8
Jillian Howard	9
Samantha Stansbury	7

**STEP PROGRESSION**

After step placement, each employee will progress on the agreed upon wage scale according to the Collective Bargaining Agreement (CBA) until reaching the top of scale.

**TENTATIVE AGREEMENTS**

The parties agree to incorporate and implement the following tentative agreements as part of the ratification process:

- a) Job Code Revisions to 1829 (previously agreed to on 11/29/23)
- b) The employee assigned to the daily urgent pager will remain available to respond to urgent pages during their lunch and breaks unless another employee covered by this agreement agrees to cover the urgent pager. This affirms set precedent for this position.

Distributed via email on DATE: 5/21/24 at Time: \_\_\_\_\_.  
Management reserves the right to modify this proposal

**Kaiser Permanente to OFNHP**

**Re: Counter Proposal #7**– the following is offered as a package and no item can be accepted individually.

**IMPLEMENTATION**

Pay changes will be effective on the first day of the pay period in which this agreement is executed.

After the union notifies Kaiser of ratification by the union, there will be a 90-day transition period for implementation of the contractual terms.

*The employer reserves the right to modify, amend, delete or add to this and other proposals during the course of negotiations.*

---

**TENTATIVE AGREEMENT****For the Union:****For the Employer:**

\_\_\_\_\_  
Sarina Roher:  
OFNHP President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Wendy Watson:  
Chief Operating Officer  
KPNW

\_\_\_\_\_  
Date

*Nicole Jones*  
\_\_\_\_\_  
Niky Jones:  
Internal Organizer  
OFNHP

*5/22/24*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Rachael Gingrich:  
Senior Administrator  
KPNW

\_\_\_\_\_  
Date

*Kristen Rohde*  
\_\_\_\_\_  
Kristen Rohde  
Contract Specialist  
OFNHP

*5/22/24*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Samuel Hayden:  
Sr. ELR Consultant  
KPNW

\_\_\_\_\_  
Date