

OFNHP Proposal # 1

Given March 19th, 2025

4/1/25 @ 9:00 am

**Gender Neutral Contract Language
OFNHP RDH BU**

Side Letter of Intent to Update Pronouns

For this agreement, the parties shall be recognized as the Oregon Federation of Nurses and Health Professionals (OFNHP) and Kaiser Permanente.

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:

The parties agree to update the RDH contract to reflect gender neutrality, by replacing any specific language with gender-neutral language. All counter proposals shall only reflect changes related to this topic.

The parties will work together to identify all pronouns within the CBA to be updated, with the intent that the language should remain the same. All current pronouns shall be replaced with "the registered dental hygienist" or "an RDH" as appropriate.

Two (2) members of the RDH bargaining table, one from Labor and one from the Employer, will assist and work together during the redlining process.


Union Signature 4/21/25


Management Signature 4/21/25

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