



Tentative Agreement 9/26/25 4:04  
Management  
Jonathan Donohue  
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Kaiser Foundation Hospitals/Health Plan of the Northwest

*Distributed via hand on DATE: \_\_\_\_\_ at Time: \_\_\_\_\_  
Management reserves the right to modify this proposal*

## 2<sup>nd</sup> Proposal

The updated language will be effective the first full pay period that begins 120 days post ratification.

Any employees at time of ratification currently receiving the bilingual differential will continue to receive the differential as long as they meet the requirements for the Bilingual differential below.

## Update Article 5 e C

c) Bilingual: \$2.00 per hour.

QBS Level 2 are Health Care Professionals assessed as proficient in conversational language skills, basic command of a second language, in addition to a greater level of fluency, medical terminology and the ability to provide language assistance in various clinical settings. Skills will be determined through an assessment tool determined by the Employer.

Clinicians designated as QBS Level 2 in Spanish, Russian or Vietnamese, who routinely utilize the appropriate language skill/level (over 24 hours per quarter) to interpret, shall receive a bilingual differential premium for all hours worked.

For languages besides Spanish, Russian or Vietnamese, KP and employee may assess whether a specific role should be subject to reclassification where an employee has the qualifications to qualify for a bilingual job classification and has a current or planned high utilization of another language in clinical work. If the employee is not satisfied with the ultimate decision, the parties may bring the issue to a Salary Review Committee.