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KAISER FOUNDATION HOSPITALS  
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST  
AND  
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS AFT HEALTHCARE-  
LOCAL 5017 • AFL-CIO

*Elly S  
DWB*

**Elimination of Salary Review Committee;  
Appendix G and supplemental clauses (4(B)6 & 5(E)4c.**

OFNHP proposes striking language and removing references to an inactive committee and process. Potential conflicts regarding appropriate compensation shall be processed through other established processes. This proposal opens multiple Articles and Sections of the contract and the union reserves the right to propose additional changes to all such Articles and Sections to address further interests.

**OFNHP proposes to strike Article 4(B)6:**

~~In the event a dispute arises regarding tenure placement process, either party may appeal to the Salary Review Committee for resolution. The committee members will be identified within sixty (60) days of ratification of the contract and will consist of two (2) representatives of the employer and two (2) representatives of the union. The issues appealed to the Salary Review Committee will be resolved by consensus and not subject to the grievance procedure."~~

**OFNHP proposes to amend Art. 5(E)4c:**

Bilingual: \$2.00 per hour. 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.~~

**OFNHP proposes to strike the language included within Appendix G, including within the Table of Contents:**

~~Appendix G: SALARY REVIEW COMMITTEE The parties agree as part of the 2005 negotiations to replace the Comparable Review Committee with the Salary Review Committee. The Committee will review group (job classification) concerns as well as individual concerns. The process shall be as follows:~~

- ~~1. A person or a group (job classification or specialty within a classification), or manager may raise a salary, differential, or premium pay issue.~~
- ~~2. A person or group with a concern may pursue an issue with the OFNHP Leadership or Labor Relations.~~
- ~~3. Either party may request a Committee to convene to examine the issue. Said Committee will be titled the Salary Review Committee. It will be composed of three Union members (may include Internal Organizer) and three management members. A Northwest Permanente Advisor will be invited for issues that affect Permanente responsibilities. Two members of each party will be considered a quorum.~~

4. The individual, group, job, or responsible manager will appear before the Committee to present the concern/issue.
5. The Committee will then request relevant data from appropriate sources (outside and inside equity data from Compensation, recruiting/vacancy data from H.R. Employment, etc.)
  
6. Based upon relevant data, and using IBPS and Partnership Principles, the Committee will recommend to adjust a salary or salary schedule, or to not make an adjustment. If the Committee is unable to reach consensus, the decision will default to no change.
7. If the requestor is not satisfied with the Committee recommendation, the requestor may refer the issue to the senior medical manager in Health Plan who will work with the senior leader of the union(s) to resolve the matter.
8. The senior leaders will review the decision, uphold same, or come to a different conclusion.
9. Decisions by senior leaders are final and binding, not subject to the grievance procedure.
10. Requests will be processed within 90 days of the date of submitting to the Committee. Any salary change will be effective when the action is completed. If the Committee completes its action after 90 days and the salary change is approved, the salary change will be effective on the 91st day after the request date."