

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

**KAISER PERMANENTE HEALTH PLAN/HOSPITALS AND PERMANENTE MEDICAL GROUPS ("KAISER
PERMANENTE")**

AND

THE ALLIANCE OF HEALTH CARE UNIONS

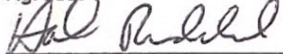
This Memorandum of Understanding is to memorialize the agreement between Kaiser Permanente Health Plan/Hospitals and Permanente Medical Groups "Kaiser Permanente" and the Alliance of Health Care Unions ("Alliance") on the matter of Ben Hudnall coding of hours for all local unions part of the Alliance.

The parties having bargained in good faith hereby agree to the following language regarding Ben Hudnall coding with the Kaiser Permanente. This Memorandum of Understanding reflects all agreed upon adjustments, changes, additions, corrections and clarifications with respect to these matters.

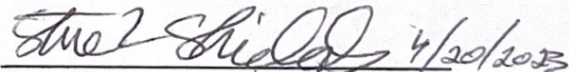
- **Ben Hudnall Trust Sponsored Time Coding**
 - As of the execution of this agreement, all hours spent by employees represented by all local unions part of the Alliance that are sponsored or approved by the Ben Hudnall Memorial Trust ("BHMT") will be coded as productive hours for employee benefits purposes. This change will be effective prospectively as of the date of execution of this agreement only.
- **Release and Waiver of any and all past claims**
 - The Alliance, on its own behalf and on behalf of all local unions part of the Alliance, hereby waives and releases any and all grievances, national disputes, arbitrations, and lawsuits or claims of any kind that were and could have been brought by participants of the BHMT program based on how time was coded for hours spent by employees they represent on activities sponsored or approved by the BHMT ("BEN Coding") prior to the effective date of this agreement.

This agreement reflects the complete understanding of the parties on the subject matters described herein. Any changes to this agreement shall be in writing and signed by the Parties.

Agreed:

 4/4/23

Hal Ruddick
Executive Director
Alliance of Health Care Unions

 4/20/2023

Steve Shields
Senior Vice President
National Labor Relations, Kaiser Permanente