

KAISER FOUNDATION HOSPITALS & KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST

AND

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONAL

AFT LOCAL 5017, AFL-CIO

RN BARGAINING UNIT

AUGUST 18, 2021

AMENDMENT TO Article 14.A.1

"Unless otherwise agreed, Seniority in the RN Bargaining unit shall be restored to an employee after their return to an RN Bargaining Unit represented position, given they have been continuously employed in a position represented by OFNHP at KFH/KFHP since departure from the RN Bargaining Unit."

UNDERSTANDING:

1. Without calling it out by name, is specifically referencing the OFNHP Professional Employees Bargaining Unit. It is the only OFNHP/KP Bargaining Unit with RN positions, except for OFNHP-ONA, which has a specific LOU on seniority calculations. It is not the intention to modify RN/ONA seniority agreements with this proposal.
2. This will make no substantive changes to status-quo for bidding into positions into the bargaining unit from outside – no seniority acknowledged (ONA notwithstanding).
3. Employer will maintain records of seniority calculations at the time of transfer from RN bargaining unit to an OFNHP non RN unit until/unless the employee leaves OFNHP representation.
4. If employee does not maintain continuous employment in an OFNHP represented position, this language will not apply and seniority will not be restored if the employee accepts a position represented by the OFNHP RN bargaining unit.

For the Union

Jodi Barschow
Jodi Barschow, President 9/9/21

OFNHP

For the Employer

Kirsten Paric
Kirsten Paric, SR.HR Consultant

KPNW

TA
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9/9/21