

NEGOTIATIONS FOR COLLECTIVE BARGAINING AGREEMENT

**ENGINEERS AND SCIENTISTS OF CALIFORNIA, LOCAL 20  
IFPTE AFL-CIO & CLC (Union), GENETIC COUNSELORS  
and  
THE PERMANENTE MEDICAL GROUP, Inc., NCAL (Employer)**

EMPLOYER PROPOSAL

July 2, 2019

Add new ARTICLE to Agreement:

ARTICLE XXIX - DURATION OF AGREEMENT,

This Agreement shall be in full force and effect, from xx/xx/xxxx and should continue in effect through xx/xx/xxxx, except as otherwise specified in the National Agreement, Exhibit 3.D., subject to written notice of either party to the other, ninety (90) days prior to the termination date of a desire to amend or terminate this Agreement. In the event no such notices are given, this Agreement shall be deemed to be renewed from year to year, subject, however, to the ninety (90) days written notice prior to each anniversary date of a desire to terminate or amend this Agreement.

Dates would come from  
National Agreement  
(October 29  
2019)

Same date as  
National Agreement  
expiration

T/A in concept

Mark Hallock 8/19/19

19 Aug 19

The Employer reserves the right to add, modify, delete, or otherwise change proposals during the course of negotiations.

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\* copies of such postings shall be forwarded to the union once a week.

Add new last sentence to existing language:

ARTICLE X - POSTING AND FILLING POSITIONS

Vacancies shall be posted <sup>electronically</sup> both internally and externally simultaneously. In filling any vacancy the Employer may select the best qualified internal or external candidate. Candidates shall be considered based on the applicable criteria; such as education, experience, work record, disciplinary record, Kaiser Permanente experience, specialty, special skills, references, diversity, and board certification. The bargaining unit shall have the right to designate one staff member for the interview team. Any candidate selected for an interview must be interviewed by the Joint Interview Panel. The manager or his/her designee may select at least one staff member to be involved in the interview process. The interview selection process shall not be unduly delayed. Final candidate selection decision lies solely with the manager or his/her designee. ~~This posting obligation will be satisfied by electronic posting of jobs which employees' access by computer.~~

*[Handwritten signature]*

T/A

*Mark Hallid 8/21/19*

*[Signature] 21 Aug '19*

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EMPLOYER PROPOSAL  
September 30, 2019

*Letter of Understanding:*

**MARKET ANALYSIS**

The Employer agrees to conduct a market analysis of the Genetic Counselor job classifications within sixty-days (60) from the signing of this letter of understanding. After completion of the review, the Employer will meet with the Union and its committee to communicate the results of such review.



Michael Aidan, ESC/IFPTE Local 20

21 Oct '19

Date



Mark Hollibush, Sr. Labor Relations Consultant

10/21/19

Date

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EMPLOYER PROPOSAL

September 30, 2019

*Letter of Understanding:*

**TELECOMMUTING**

It is understood that the Telecommuting Letter of Agreement dated November 10, 2011, will remain and continue in affect.

The Employer agrees to review its telecommuting practices currently in effect for the its four Centers to develop a standardized regional telecommuting practice.

This review will be completed within sixty-days (60) from the signing of this agreement. Upon completion the Employer agrees to meet with the Union to discuss the outcome.



Michael Aidan, ESC/IFPTE Local 20

21 Oct '19

Date



Mark Hollibush, Sr. Labor Relations Consultant

10/21/19

Date