

April 7, 2020

LETTER OF AGREEMENT  
between  
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST  
and  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 49

**RE: 2020 COVID19 STAFFING**

**BACKGROUND**

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Service Employees International Union, Local 49 (collectively, “the parties”) are parties to collective bargaining agreements (CBAs) governing wages and working conditions of Kaiser employees. The Parties enter into this Letter of Agreement in the context of the federally and locally declared State of Emergency caused by the novel coronavirus COVID19, which the parties anticipate to have significant impact on care delivery and staffing during the State of Emergency.

**AGREEMENT**

The parties agree that this Letter of Agreement (“LOA”) serves to extend the previous “2020 COVID19 Staffing Agreement” (attached) that previously extended to April 10, 2020, through May 31, 2020. The Agreement may only be extended thereafter if the parties mutually agree in writing to extend.

**AGREED:**

For the Union:



Meg Njem  
President  
SEIU Local 49

4/8/20

Date

For the Employer:

Wendy Watson  
Chief Operating Officer  
Kaiser Permanente

Date

Robert Sokol  
Director  
Employee and Labor Relations  
Kaiser Permanente

Date