

May 26, 2016

Ms. Kathleen Theobald
Executive Director
KPNAA
P.O. Box 41130
Long Beach, CA 90853

VIA FAX and US CERTIFIED MAIL

RE: 2016 Letter of Understanding Seniority and Date of Hire

Dear Ms. Theobald:

The purpose of this letter is to set forth the agreement regarding the application of seniority for the CRNAs. This Agreement was reached on May 11, 2016 by JAMCO.

It is agreed that all CRNA's are expected to work all operational hours of a facility regardless of facility seniority. However, KPNAA also acknowledges that some departments, through consensus, may choose to have separate slots or rotations that service the needs of the department and the individual CRNA's.

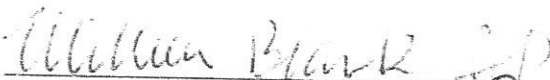
If a department chooses, by consensus, to have individual schedule slots or rotations, these slots will be available by facility seniority. Consensus is defined as each participant being able to accept and support the alternate selection process (Compendium 2000). Decisions reached by consensus shall be upheld, reviewed and renewed on an annual basis.

As put forth previously in the *December 12, 2007 Letter Of Agreement Seniority*, "Facility seniority for full time employees shall be based on the date selected for transfer or the date hired into a position in the facility. Facility seniority for part time employees is based on compensated hours at the facility."


Effective May 11, 2016, date of hire is defined as the first day of employment, including orientation and training.

It is agreed that Facility Seniority *may* apply for changes in shifts, work slots, rotations and opportunities for work-hours selection. It may also be applied for extra shifts.

Should the above meet your understanding, please sign below.



Bill Blank
Labor Relations, Kaiser Permanente



Kathleen Theobald, MA
Executive Director, KPNAA



Carol Hammill, CRNA
KPNAA President