2021 Alliance National Bargaining – Tentative Agreement

Grievance Arbitrability

The parties agree that, in all Alliance local bargaining units, grievances that have arisen since the expiration of the applicable collective bargaining agreements shall be deemed retroactively governed by the renewed contracts, provided the grievances were timely filed and otherwise arbitrable.

The parties further agree that National Agreement disputes previously submitted and currently pending are not subject to the timelines provided in the revised dispute resolution process of the 2021 Alliance National Agreement.

Agreed:

11/13/21	11/13/2021
Hal Ruddick — Date	Steve Shields — Date
Executive Director	Senior Vice President
Alliance of Health Care Unions	National Labor Relations, Kaiser Permanente

Note: The joint Contract Language Team will finalize actual language at a later date.