

FAQ's for Impacted Employees Employment Income Security Agreement (EISA)

Q. What are my responsibilities during the EISA period?

Stay current on your compliance training, take assessments when required, attend meetings, trainings, meet & greets, and be available for transitional work. You must keep your profile in MyHR and the Career website update to date with your current contact information.

Q. Who will be my point of contact during EISA?

Strategic Workforce Management, a designated manager, HR Consultant and your union designee will be your point of contact during your EISA period.

Q. Will I be required to attend meetings and/or trainings during my 12-month EISA period?

Yes. You will be required to attend meetings, trainings, one-on-ones to discuss your resume, skills, job search, etc., during your redeployment as part of the EISA agreement.

Q. Does Talent Acquisition know my position has been eliminated?

Yes. As part of the EISA process, Talent Acquisition is notified, and the impacted employee's profile is tagged with a specific code. The code signifies that you are in redeployed status and have preferential bidding rights within your union, based on seniority.

Q. How will I know what positions are available to apply for?

Under the EISA agreement, it is your responsibility to look for positions through Kaiser's job search portal (www.kaiserpermanentejobs.org). To assist in your search, you will receive a weekly open jobs report from Workforce Management. By setting up a "Jobs Alert" in the KP jobs portal, you will receive an email notification whenever a new position matching your profile is posted.

Q. If I want to take an assessment of my skills, who do I contact to schedule an appointment?

Upon your request, a member of the Workforce Management Team, will send a test link for each assessment, and you will have five days to complete the assessments unless other, mutually agreed upon arrangements are made. The results of the assessment(s) will be reviewed to determine if additional training is needed.

Q. Who do I contact if I want to take a class to improve my skills and/or pass testing?

The Career Consultant with the educational trust fund will assist you. Contact information is listed on the Key Contacts form in your packet. Additionally, Kaiser Permanente offers a variety of online tutorials to help you improve your skills. You can coordinate with your representative to access these tutorials.

Q. What happens if I transfer to a lower paying job?

You will be paid at your current rate of pay during EISA. Once the 12-month EISA period is over, you will be paid your current positions' regular hourly rate.

Q. Can I decline a job offer?

Yes, you can decline a position if it is not comparable to your eliminated position. Declining a comparable position may result in forfeiture of your EISA status.

Q. What is a comparable position?

A comparable position is equal in pay and work shift (days/hours) to the position you had before you entered EISA.

Q. If I accept another position, but have not yet started, can I change my mind and stay in my former department?

No. The reason you entered EISA was because your former position was eliminated. However, if you have not started the new position, and the position is not comparable, you may continue your redeployment status in EISA while you search for another position.

Q. If I start my new position and it's not a good fit, can I return to my former position?

No. You entered EISA because your former position was eliminated

Q. Once I enter into EISA, how do I obtain access to a computer?

A designated location and time with access to a computer will be provided for your job search while you are in EISA. You can access MyHR, KP Learn and the Career website search anywhere as all the programs are available online. You can use a tablet, computer, smart phone, etc.

To apply for a position through KP's job portal, you will need a personal email address (ex: yourname@gmail). Your email address will be used by Talent Acquisition, HR, Educational/Trust Funds and hiring managers for meet-and-greets, assessments, etc.

Q. Can I use my Kaiser email address to apply for positions?

No, it is best to use your personal email address for correspondence. You will only have access to your KP email when you are at a KP location.

Q. How do I report my vacation, sick leave and/or FMLA?

You are responsible for reporting your vacation, sick time and FMLA to your designated manager and filling any required forms to MyHR.