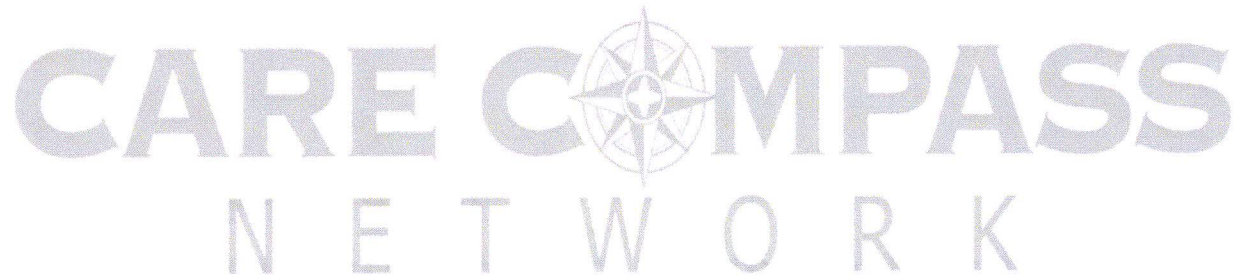


DRAFT — For Informational Purposes Only



Workforce Guidelines

This meeting involves organizations which compete with each other. This meeting, including all formal and informal discussions, shall be conducted in full compliance with federal and state antitrust laws. Except for purposes of the DSRIP program, there shall be no discussion of prices or price levels, bidding or markets; there shall be no agreement or understanding between or among competing organizations to limit competition. The antitrust laws promote and protect competition. Following this meeting, each of our organizations shall continue to independently and vigorously compete with each other.

5 Guiding Principles

1. Gather confidential information using a 3rd party and report only in aggregate form.

Importance -

- Mitigates the risk of any interest influencing the quality of information collected and reported
- Prevents information from being identifiable at the organizational level



5 Guiding Principles

2. Develop a PPS disclaimer and include as a footer on PPS related agendas, charters, and presentations.

Importance -

- Mitigates the risk of violating federal or state law
- Informs participants of the PPS' expectations and requirements of them

5 Guiding Principles

3. Consult with legal counsel regarding the sharing and discussion of Workforce issues, with an emphasis on competition and compliance.

Importance -

- Ensures compliance with federal and state laws
- Provides guidance on sensitive matters



5 Guiding Principles

4. Reserve representation on the Workforce Committee for all 6 Member Organizations.

Importance -

- Incorporates an appropriate balance of representation



5 Guiding Principles

5. Reserve seats in key employee and stakeholder groups, at minimum the Workforce Committee and the PAC Executive Committee, for union representatives.

Importance -

- Promotes union membership to workforce transition planning, decisions, and execution

