



Reliant Labor Consultants
Management Consulting for the Modern Workforce

Proposal/Contract for: Johns Hopkins Hospital

Date: May 28, 2020

This Agreement is made as of the Effective Date listed on the signature page below (the “**Effective Date**”) by and between Johns Hopkins Hospital and Kirsten Johnson Moore DNP, RN, consultant with Reliant Labor Consultants.

Statement of work:

Campaign Consulting: Kirsten Johnson Moore, a consultant with Reliant Labor Consultants, with healthcare leadership and labor relations expertise, will supplement your existing organizational team as a facilitator to communicate your message directly to employees in employee meetings and one-on-one session. Based on the educational assessment of the need, and in conjunction with you, the consultant will be available for pre-approved schedule of meetings. This does not include representation before the NLRB.

Project Objectives:

- Win an election with the NLRB by as wide a margin possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment.
- Maintaining a direct-relationship at your facility (unionized facilities are less productive and profitable than direct relationship ones – the estimated “dead weight cost” of unionization around 25% more than the cost of operating non-union).

Fees:

The consulting fee rate is \$300.00 per hour.

Expenses:

For on-site consulting, travel and lodging actual expenses plus \$75 per diem food expenses will be reimbursed.



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Terms and Conditions:

Payment Terms:

All fees are due within 30 days of the delivery of the consulting services provided hereunder. You agree to pay any additional consulting invoices upon receipt and to settle those statements within 30 days. Any additional expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt, and you agree to settle those statements within 30 days. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

You further acknowledge that no representation by Reliant Labor Consultants or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified otherwise

Reliant Labor Consultants represents and warrants that its actions, rendering of services and work product in accordance with this agreement shall comply with all applicable laws, rules and regulations. Reliant Labor Consultants represents and warrants to Johns Hopkins Hospital that any services provided by Reliant hereunder will be performed in a first-class, professional manner, with the care, skill and diligence, and in accordance with, the applicable standards currently recognized in Reliant's applicable profession or industry. Reliant further represents and warrants that neither it nor any of its current directors, officers, employees, principals or agents are debarred, suspended, proposed for debarment, declared ineligible, or excluded by any Federal or State department or agency from doing business with the Federal Government or a State Government.



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Acceptance:

We accept the proposal above and the intervention(s) selected:

For Reliant Labor Consultants

For Johns Hopkins Hospital

Joseph Brock, President

Date: _____

Kristena Lukish VP, Human Resources

Date: _____

