

September 15, 2005

Edward Taub, Internal Organizer
Oregon Federation of Nurses and Health Professionals
P. O. Box 1566
Clackamas, Oregon 97015

Subject: **Expanded Care Patient Visit Bonus Agreement
(Professional Bargaining Unit)**

Dear Mr. Taub:

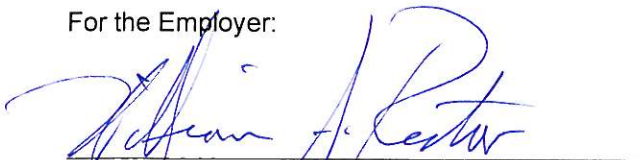
This is to confirm our agreement regarding Expanded Care Services.

1. Employees required to travel to a patient visit a distance of forty (40) or more miles from the employee's home office, will receive a \$100 bonus for each such round trip once the visit is complete. Mapquest distance will be determinative to establish qualifying mileage. Usual practices for mileage and travel time will still apply. (Note: The Coordinators will make a good faith attempt to schedule distant visits together while maintaining quality patient care and complying with Kaiser Permanente policies and procedures.)
2. The bonus will not apply to employees while in training attending classes or participating in supervised visits at a distant location within the Portland or Mid-Willamette Valley Service Areas, nor will it apply to attendance at periodic staff or inservice meetings outside the forty mile standard (typically held at the "home office" in Portland). However, the bonus will apply to such employees when on an "independent" patient visit.
3. This is a non-precedent setting Agreement.
4. This Agreement is effective on the date ratified by the parties, with no retroactivity.

If you agree with the above, please indicate such agreement by signing in the space provided below and return one signed copy of this letter to my attention.

AGREED:

For the Employer:



William A. Rector
Senior Labor Relations Consultant

Date: 11/09/05

For the Union:



Edward Taub, Internal Organizer
OFNHP

Date: 4/8/05