

Letter of Agreement
Physical Therapy Fellowship
OFNHP-Professionals and KPNW

The parties agree that there is a joint interest in providing Hayward Manual Therapy Fellowship Program to current and new employees. Current employees that participate in the program are covered by the parties' collective bargaining agreement. The agreements below establish the parameters for new employees hired specifically for this opportunity.

All Physical Therapy Fellows will be hired under the following parameters:

A Fellow will be a member of OFNHP – Professionals.

A Fellow will be considered a Short – Hour employee under Article 2 (D), unless specifically changed in this agreement.

The employee will work no more than 20 hours per work week.

The employee is not eligible for benefits.

The employee will be paid the same rates as the Psychology Fellow – Job Code 1551, and receive all bargained for ATB raises. The existing schedule is as follows:

10.01.08	\$20.33
10.01.09	\$20.95
04.01.10	\$21.37

An employee will be hired for no more than 28 weeks. At the end of 28 weeks, the position will end, and the employee will be terminated from employment.

The employee will be prescheduled per departmental guidelines. The employee may not choose to make himself/herself unavailable during the 28 week period.

A Fellow may apply for any open positions with KPNW during the term of the fellowship or after completion of the fellowship.

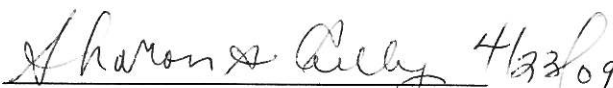
A Fellow candidate will be made aware of the terms and conditions of his/her employment before hire.

This agreement becomes effective upon signature.

For KPNW:

For OFNHP - Professionals


Kevin B. Dull DATE: 4/23/09
Manager, Labor Relations


Sharon Culley, DATE: 4/23/09
Representative