

August 28, 2009

 OFNHP 5017  
 Received  
 AUG 31 2009

Ms. Sharon Culley  
 Oregon Federation of Nurses and Health Professionals  
 2045 S.E. Ankeny Street  
 Portland, Oregon 97214

Re: Letter of Understanding

Dear Ms. Culley:

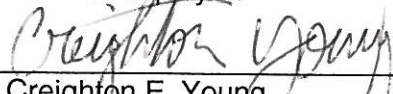
The Employer and Union agree to pay the following Employees a non-precedent setting one time lump sum bonus equal to \$1,100 dollars for each month indicated in the grid as below. Yes by month in the grid, after each employees name, denotes an \$1,100 dollar payment. This payment to each Employee is in recognition and appreciation of their extraordinary professional efforts in provision of services to our members during a period of short staffing. This required them to voluntarily work additional hours during the week, evenings, nights and weekends. This dedication to sustaining high quality member service and quality of care is highly valued by management and Kaiser Permanente as a whole.

Eligibility Grid per Month:

	<u>May</u>	<u>June</u>	<u>July</u>
Frank Edwards	Yes	Yes	Yes
Mike Hollenback	Yes	Yes	Yes
Pete Musacchio	Yes	Yes	Yes
Jay Schmidt	No	No	Yes

AGREED:

For the Employer:

  
 \_\_\_\_\_  
 Creighton E. Young  
 Lead Senior Labor Relations Consultant

Date:

8/28/09

For the Union:

  
 \_\_\_\_\_  
 OFNHP

Date:

9/3/09



A Union of Professionals

Oregon Federation of  
Nurses and Health Professionals



2015 SE Ankeny St.  
Portland, OR 97214

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F: 503-657-7156  
http://ofnp.org

## LOU Cover Sheet

Bargaining Unit *(please circle all that apply):*

RN

**Pro**

Lab Pro

Tech

RDH

PMH

Title on LOU:

Neurosurgery AC Bonus

Proposed Website Title: \_\_\_\_\_

Subject/Comments:

Compensation on a one time basis for  
AC's who were covering for MD's in a  
short staffing situation

Contract Sections:

Compensation

Type of LOU

administrative

implementation

contract change

Date

8 / 31 / 09  
Day Month Year

Name: Sharon A. Cully