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September 20, 2004

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Creighton Young
Senior Labor Relations Consultant
Kaiser Permanente
500 NE Multnomah
Portland, OR. 97232-2099

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Subject: Letter of Agreement
New Classification for Pulmonary Function Therapists

Dear Creighton,

The purpose of this Letter of Agreement is to begin the process of creating a new classification for pulmonary function therapists. In order to do so, the parties agree to:

1. Create an immediate interim wage adjustment of an additional \$3.00 dollar per hour for the pulmonary function specialists, Dolores Creede and Richard Cornelius, beginning the first day of the new pay period following completion of this agreement. New hires without necessary pulmonary function training and skills are hired in at the top of the salary scale due to market conditions.
2. New employees are trained in the discipline by the current Pulmonary Function Therapists.
3. This Letter of Agreement will be in effect until the parties implement the new Classification or expires on October 1, 2005.
4. This agreement is non-precedent setting.

AGREED:

For the Employer:

Creighton Young
Creighton Young
Senior Labor Relations Consultant

Date: 9/28/04

For the Union:

Debbie Silva
Debbie Silva, Internal Organizer
OFNHP

Date: Sept 24 2004

*Agree to continue
this agreement until
2010 Contract Negotiations*

*Kathleen M. Gerosa
President of OFNHP
9/12/08*

*JK. Jussan
8-12-08*