



May 1, 2006

Alan Yoder
Labor Counsel
Oregon Nurses Association
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Tualatin, OR 97062

Alan Moore
Internal Organizer
Oregon Federation of Nurses and
Health Professionals
P.O. Box 1566
Clackamas, OR 97015

Subject: Seniority


This is to confirm our discussion of April 14, 2006, that employees of ONA and OFNHP Nursing Bargaining Units may apply for positions in the other Registered Nurse Bargaining Unit, with partial seniority credit as follows:

For every three years that a Registered Nurse has been accruing seniority in one bargaining unit, this may apply as one year (2080 hours) in the other bargaining unit, up to a maximum of five years seniority.

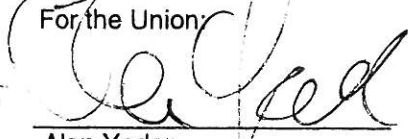
Such seniority credit is applicable for job bidding purposes, and if the employee transfers to the other bargaining unit, for all other seniority applications as well, subsequent to the transfer.

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

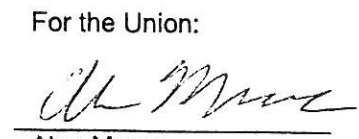
AGREED:

For the Employer:

William A. Rector
Sr. Labor Relations Consultant
Kaiser Permanente

August 2, 2006
Date

For the Union:

Alan Yoder
Labor Counsel
ONA

May 15, 2006
Date

For the Union:

Alan Moore
Internal Organizer
OFNHP

July 5, 2006
Date