

August 24, 2006

Alan Moore  
Internal Organizing Coordinator  
Oregon Federation of Nurses and  
Health Professionals  
9128 S.E. St. Helens Road  
Clackamas, OR 97015

**Re: Letter of Understanding: Dual Licensure (RN)**

Dear Alan:

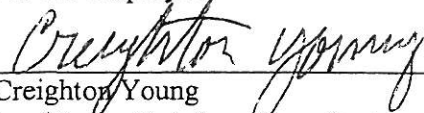
This letter of understanding arises out of joint discussions between OFNHP and Kaiser Permanente concerning the need for some Kaiser Permanente employees to obtain a second RN license in either Oregon or Washington. This is driven by requirements communicated to us by the Oregon State Board of Nursing and the Washington State Nursing Care Quality Assurance Commission.

1. Kaiser Permanente employees holding the positions of Registered Nurse who meet the Oregon State Board of Nursing or Washington State Nursing Care Quality Assurance Commission requirements to obtain a secondary RN license in the State of Oregon or Washington, whose positions did not require this when posted, are covered by this letter of understanding.
2. For current employees covered under number 1 above who obtained their initial secondary license at their own cost on or after August 1, 2005, the Employer agrees to reimburse them for the costs associated with obtaining the initial secondary license. The employee is responsible for providing evidence of these costs such as receipts, etc.
3. For current employees covered under number 1 above who have not obtained secondary licenses, the Employer agrees to reimburse them for the costs associated with obtaining the initial secondary license. The process for obtaining and being reimbursed for the secondary license is covered in the memo sent by Jennifer Houten. The secondary license must be obtained no later than March 1, 2007. If the individual employees fail to obtain their secondary license by March 1, 2007, the HR policy titled: "License/Certificate Verification" will be applied.

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.

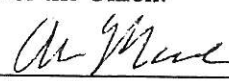
AGREED:

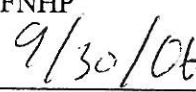
For the Employer:

  
\_\_\_\_\_  
Creighton Young  
Lead Labor Relations Consultant

  
\_\_\_\_\_  
Date:

For the Union:

  
\_\_\_\_\_  
Alan Moore  
Internal Organizing Coordinator  
OFNHP

  
\_\_\_\_\_  
Date:

RECEIVED

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HUMAN RESOURCES  
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