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HUMAN RESOURCES
KPB - 13

December 18, 2006

Mr. Tom Bernard
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, Oregon 97015

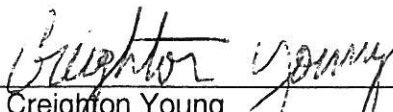
Dear Mr. Bernard:

The following represents a Letter of Agreement between Oregon Federation of Nurses and Health Professionals and Kaiser Permanente:

1. Ambulatory Care Unit RN's at KSMC who work their full shift the day after working stand-by, without the 12 hour off duty window, will be paid time and one half for the first half of the shift, and double-time for the second half of the shift.

AGREED:

For the Employer:




Creighton Young
Senior HR Labor Relations Consultant

12/18/06

Date:

For the Union:



Tom Bernard
Internal Organizing
OFNHP

12/21/06

Date: