

July 9, 2008

Creighton Young
Kaiser Permanente
500 NE Multnomah St. Suite 100
Portland OR 97232-9807

RE: 2008 RN Wage Step Adjustments (Steps 10 and 11)

Dear Mr. Young:

The following letter of agreement is entered into by the Oregon Federation of Nurses and Health Professionals (OFNHP) and Kaiser Permanente (the Employer).

1. OFNHP completes a survey of RN's at the 16 and 20 year steps of the tenure step scale. The survey will identify total RN nursing experience by the employee including dates of employment and employer names.
2. OFNHP will calculate the number of RN months of experience by the employee and transfer this information to a spread sheet. The spread sheet and copies of the surveys will be sent to the employer.
3. The employer will use the spread sheet data to move RN's, as appropriate, to the appropriate tenure step. This will occur no later than 2 weeks from date of receipt of the spread sheet. RNs who were not placed correctly in the 16 and 20 years steps will be made whole included retroactive pay.
4. For RN's that do not have enough nursing experience to move to the 20 year step, their RN experience beyond the 16-year step, will be counted for purpose of future movement to the 20-year tenure step.

For OFNHP

Karla Wilson RN
8/13/08

For the Employer

Creighton Young
7/15/2008