

ACCRETION AGREEMENT

September 28, 2006

KAISER PERMANENTE NORTHWEST REGION

AND

OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS

TECHNICAL CONTRACT

ANESTHESIA TECHNICIANS

Regional Surgical Services Department

Effective September 30, 2006 Anesthesia Technicians/Assistants in the Regional Surgical Services Department will be covered by the OFNHP Technical Collective Bargaining Agreement. The following conditions are applicable to this group:

1. The Anesthesia Technicians/Assistants will transition from the KPNW Flex Select Benefit plans to KPNW/OFNHP Technical Benefits plans effective October 1, 2006.
2. Paid Time Off (PTO) accrued effective the pay period ending October 7, 2006 will become Vacation. Extended Sick Leave (ESL) accrued effective the pay period ending October 7, 2006 will become Sick Leave.
3. ESL banked effective 12-31-05 will be considered Banked Sick Leave as defined in section 1.C.3 of the National Agreement. ESL accrued between January 1, 2006 and the pay period ending October 7, 2006 will be considered Sick Leave accrued during 2006 for the purpose of implementing Section 1.C.3. f the National Agreement.
4. Vacation accruals in excess of the amount allowed per Article 18.K (Vacations) of the KNPW/OFNHP Technical Agreement will be utilized by November 1, 2006.

Accretion Agreement
OFHNP Technical
Anesthesia Techs/Aide
09-06

5. Effective September 30, 2006 the Anesthesia Technicians/Assistants will be covered by the pension plan of the OFNHP Technical Agreement including the nationally agreed upon multiplier of 1.45 % FAP. This multiplier will apply to all years of KP service.
6. A change of job title will be effective September 24, 2006. The job title "Anesthesia Assistant" will become "Anesthesia Technologist 1". The job title Anesthesia Technologist will become "Anesthesia Technologist 2".
7. Anesthesia Technicians will be transferred into the OFNHP Technical Bargaining Unit at their current step and salary range effective the pay period beginning September 24, 2006. The current and future (based on 2005 National Negotiations) hourly salary range for Anesthesia Technicians is:

Salary Table based on Anesthesia Technician I and II current wages and the scheduled raises for 2006-2009.

Anesthesia Assistant (Anesthesia Tech 1)		<u>10/1/06</u>	<u>10/1/07</u>	<u>10/1/08</u>	<u>10/1/09</u>
Step	Current	4%	4%	3%	3%
01	\$13.23	\$13.67	\$14.22	\$14.65	\$15.09
02	\$13.61	\$14.06	\$14.63	\$15.07	\$15.53
03	\$13.99	\$14.46	\$15.04	\$15.50	\$15.96
04	\$14.36	\$14.84	\$15.44	\$15.91	\$16.39
05	\$14.74	\$15.24	\$15.85	\$16.33	\$16.82
06	\$15.12	\$15.63	\$16.26	\$16.75	\$17.26
07	\$15.50	\$16.03	\$16.67	\$17.18	\$17.70
08	\$15.88	\$16.43	\$17.09	\$17.60	\$18.13


Anesthesia Tech (Anesthesia Tech 2)		<u>10/1/06</u>	<u>10/1/07</u>	<u>10/1/08</u>	<u>10/1/09</u>
01	\$16.40	\$16.97	\$17.65	\$18.18	\$18.73
02	\$16.92	\$17.51	\$18.21	\$18.76	\$19.33
03	\$17.43	\$18.04	\$18.76	\$19.33	\$19.91
04	\$17.95	\$18.58	\$19.32	\$19.91	\$20.51
05	\$18.46	\$19.11	\$19.88	\$20.48	\$21.09
06	\$18.98	\$19.65	\$20.44	\$21.05	\$21.69
07	\$19.49	\$20.18	\$20.99	\$21.62	\$22.27
08	\$20.01	\$20.72	\$21.55	\$22.20	\$22.87

*Note - These rates include the required removal of the \$.09/hr Partnership contribution.

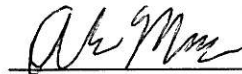
If you agree to the following please sign both documents below and return one of the original documents to me.

For the Employer:

For the Union:



Susan J Hron 9-28-06
Sr. HR/Labor Relations Consultant
Kaiser Foundation Health Plan of the NW

 9-28-06

Alan Moore
Internal Organizer
OFNHP

