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OFNHP #5017

January 28, 2008

Tom Bernard
 Oregon Federation of Nurses and Health Professionals
 2045 SE Ankeny St.
 Portland, OR 97214

Sleep Lab Letter of Agreement

Kaiser is moving towards a certified sleep lab and shall require all lab technicians to be certified. New technicians have 36 months from their date of hire to obtain their certification. Employees who do not obtain this certification within the 36 month period shall be terminated. Employees shall be paid at the Polysomnograph Tech wage rate until they obtain their certification.

Current employees who have not successfully obtained their certification are being given an extension of one year to obtain their certification. Certification testing is given four times a year and certification must be obtained by 1/31/09 or any current employee shall be terminated. Current employees who are not certified shall receive the Polysomnograph Tech wage rate.

The Employer shall pay for the entire cost of the initial exam. If the employee does not pass the first exam it shall be the responsibility of the employee to pay for the cost of each subsequent examination until they have successfully passed the test and become certified.

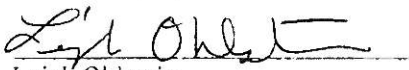
In the case of the three (3) current employees who have failed to either take or pass the recent certification examination, they shall be returned to work. Their time off shall be considered paid administrative leave at their former rate of pay. From the date of their return to work, their hourly rate of pay shall be that of a Polysomnograph Technician. Upon successfully passing the examination, their pay rate shall immediately revert to the appropriate Advanced Polysomnograph Tech rate.

Again, each of the three (3) current employees shall have until 1/31/09 to successfully pass the examination or they shall be terminated. They may take the exam as many times as offered at their own expense during this period.

This agreement is non precedent setting and shall be reviewed once a year for updates.

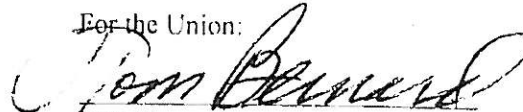
AGREE

For the Employer:


 Leigh Ohlstein
 Senior Labor Relations Consultant
 Kaiser Permanente

Date: 2/24/08

For the Union:


 Tom Bernard
 Internal Organizer
 OFNHP

Date: 2/19/08