

**Letter of Agreement
 between
 OFNHP – Technical Bargaining Unit
 and
 Kaiser Permanente**

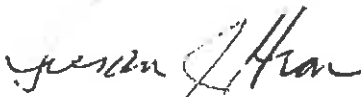
Effective September 1, 2008, each Operating Room Technician in the Surgical Services Department who is certified by the Association of Surgical Technology (AST) will become an Operating Room Technician 2.

1. New employees hired after 9-1-08 who hold AST Certification will be hired as Operating Room Technician 2.
2. Operating Room Technicians who do not have the AST certification will be called Operating Room Technician 1's and will remain in the current Operating Room Technician wage scale.
3. Current Operating Room Technician 1's who become certified by AST prior to 12-31-09 will be reimbursed the AST testing fees and will be placed on a step for step basis on the Operating Room Technician 2 wage scale.

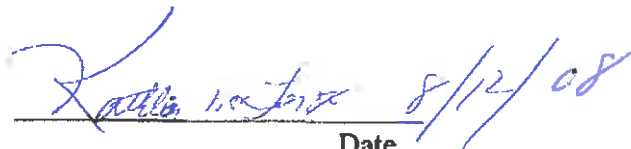
	OR Tech 1 (without Certification)	OR Tech 2 (with Certification)
Step 1	19.55	20.52
Step 2	20.06	21.06
Step 3	20.59	21.61
Step 4	21.12	22.17
Step 5	21.62	22.70
Step 6	22.16	23.26
Step 7	22.69	23.82
Step 8	23.20	24.36

Please sign below on each of the two originals of this letter indicating your agreement and return one original to me.

Yours truly,



Susan J Hron
 SR. HR/Labor Consultant
 for the Employer



 for OFHNP-Technical

Date