

May 6, 2022

LETTER OF UNDERSTANDING  
between  
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST

and

OREGON FEDERATION OF NURSES & HEALTH PROFESSIONALS, LOCAL 5017

**RE: Updated Primary Care AC Sign-on Bonus**

BACKGROUND

Kaiser Foundation Health Plan of the Northwest (“Employer” or “KPNW”) and Oregon Federation of Nurses and Health Professionals Local 5017 (“Local 5017” or “OFNHP”) (collectively, “the parties”) are parties to a collective bargaining agreement (“CBA”). The purpose of this Letter of Understanding (“LOU”) is to incentivize external hires within Primary Care in the Professional Bargaining Unit only.

AGREEMENT

The parties agree to the following:

1. This LOU applies only to external postings of Primary Care NP/PA positions, including transfers from other Kaiser Permanente regions. Primary Care NP/PA positions posted prior to 12/31/2022 would qualify for the sign-on bonus.
2. An external candidate who accepts a Primary Care Position in the Portland Area on or after full execution of this LOA will receive a hiring bonus of \$3,000 upon hire, and \$3,000 after six months of continuous employment and successful completion of the probationary period (this amount for 1.0 FTE, prorated for part time).

3. An external candidate who accepts a Primary Care Position in Longview or MidValley on or after full execution of this LOA will receive a hiring bonus of \$5,000 upon hire, and \$5,000 after six months of continuous employment and successful completion of the probationary period (this amount for 1.0 FTE, prorated for part time).
4. This agreement is non-precedent setting.
5. This agreement is through 12/31/2022 or otherwise will end upon 30 days' notice.

**AGREED:**

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Jonathan Baker  
President  
OFNHP

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Date

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Wendy Watson  
Chief Operating Officer  
Kaiser Permanente

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Date

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Justin McGowan  
Sr. Director, Labor Engagement  
Kaiser Permanente

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Date

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Alison Asarnow  
Manager, Employee &  
Labor Relations  
Kaiser Permanente

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Date