

December 15, 2004

 OFNHP  
 9128 SE St. Helens St.  
 Clackamas, OR 97015

Subject: Letter of Understanding

 Parties involved: Kaiser Permanente Airport Way Laboratory Histology Supervisor,  
 Histology Technical Specialist and Histology staff

The parties above met on December 10, 2004 and by mutual agreement and consensus have arrived at the attached changes in scheduling of the Histology staff to commence on or about February 1, 2005. This agreement was made with the understanding that no later than 30 days from the start date of the new schedule all parties will meet to evaluate the changes made to the schedule. This meeting may result in further changes in the scheduling of the Histology staff; and all parties will make every effort to come to a consensus in partnership. It is further agreed by all parties that all non-critical training will be suspended during this initial 30 day period from the start date.

Management

Susan Bjorn – Operations Manager	<u>Susan Bjorn</u>	Date <u>12/16/04</u>
Cindy Hollinger – Histology Supervisor	<u>Cindy Hollinger</u>	Date <u>12/15/04</u>
Robert Milewski – Histology Technical Specialist	<u>R. Milewski</u>	Date <u>12/15/04</u>

Histology Staff

Beth Hietpas	<u>Beth Hietpas</u>	Date <u>12/20/04</u>
Tami Roland	<u>Tami Roland</u>	Date <u>12-16-04</u>
David Clark	<u>David Clark</u>	Date <u>12-18-04</u>
Lauren Ball – OFNHP Steward	<u>Lauren Ball</u>	Date <u>16 Dec 04</u>
Sandy Sneed	<u>Sandy Sneed</u>	Date <u>12/16/04</u>
Charlene Davis	<u>Charlene Davis</u>	Date <u>12/16/04</u>
Nancy Baird	<u>Nancy Baird</u>	Date <u>12/16/04</u>
Richard Janke	<u>Richard Janke</u>	Date <u>12-19-04</u>
Leul Gebreyesus	<u>Leul Gebreyesus</u>	Date <u>12/18/04</u>
Antranette Covington	<u>Antranette Covington</u>	Date <u>12/15/04</u>
Timothy Reid	<u>Timothy Reid</u>	Date <u>12/15/04</u>
Michael Hammond	<u>Michael Hammond</u>	Date <u>12/15/04</u>
Deborah Dunn	<u>Deborah Dunn</u>	Date <u>12/15/04</u>