

**Letter of Agreement
KP/OFNHP Laboratory Professionals**

Subject : Hiring

1. By April 1, 2006, the Employer and the Union will create and implement a Career Pathways Program.

2. During the above 6 months period, the Employer agrees to hire the most senior qualified applicant for all bargaining unit job vacancies.

3. Prior to April 1, 2006:
 - a. The parties will meet with the intent of clarifying and changing Article 13 by mutual agreement.

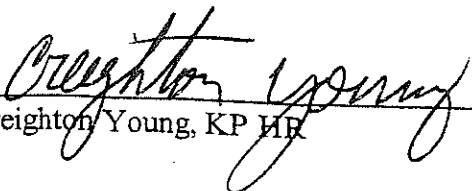
 - b. The Employer and the Union will jointly present a mutually agreeable training program on Article 13 with the intent of conveying clear guidance on implementing *ing by* Article 13 in hiring situations.



Alan Moore, OFNHP

9-8-05

Date



Creighton Young, KP HR

9-8-05

Date