

September 8, 2005

Alan Yoder, Legal Counsel
Oregon Nurses Association
18765 S.W. Boones Ferry Road
Tualatin, Oregon 97062

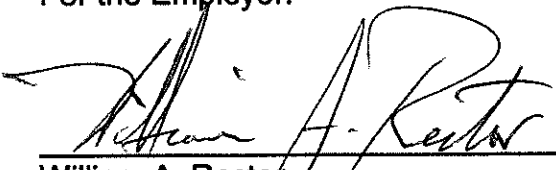
Subject: **Letter of Understanding
Tenure Step Implementation**

Dear Mr. Yoder:

1. Current employees at Step 8 have 30 days from October 1, 2005 to complete the form detailing prior years of nursing experience. Completed form will be turned in to the Nurse Manager.
2. Advancement to new steps for current Step 8 and new employees will be January 1, 2006.
3. Current Step 9 employees, if eligible, will be able to advance either to the 16 ^{or} ~~and~~ 20 year steps on October 1, 2005.
4. Nurses who failed to timely turn in the completed form may be delayed in receiving a step advancement.

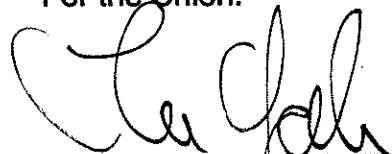
AGREED:

For the Employer:



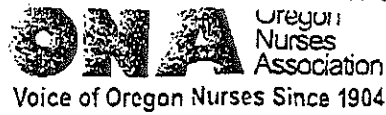
William A. Rector
Senior Labor Relations Consultant
Date: Sept 8 '05

For the Union:



Alan Yoder, Legal Counsel
Oregon Nurses Association
Date: 9/8/05

WAR:ck



MAY 16 2006

HUMAN RESOURCES
KPB - 13

RECEIVED

May 15, 2006

AUG 2 2006

Received

HUMAN RESOURCES
KPB - 13

MAY 17 2006

OFNHP #5017

William A. Rector
Senior Labor Relations Consultant
Kaiser Permanente
500 NE Multnomah Street Ste 100
Portland OR 97232-2099

Bill:

Enclosed is a signed Letter of Agreement regarding seniority reciprocity between ONA and OFNHP.

Please return an original to ONA once all signatures have been acquired.

Sincerely yours,

Alan D. Yoder
Labor Counsel
(Voice Mail Extension 302)

ADY/js