



October 27, 2006

Received

NOV 30 2006

OFNHP #5017

RECEIVED

DEC 5 2006

HUMAN RESOURCES
KPB - 13

Alan Moore
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, OR 97015

SUBJECT: MOLECULAR TECHNOLOGIST SENIORITY RIGHTS

Dear Alan:

In the event:

- 1.) the job of Molecular Technologist is filled by a qualified Medical Technologist or Cytogenetics Technologist
- 2.) and there is a reduction in hours within the Molecular department
- 3.) the Molecular Technologist(s) will have rights as described in the OFNHP Laboratory Professionals contract, Article 10 (Seniority, Layoff, Recall).
- 4.) When there is no less senior Molecular Technologist, the employee can use seniority rights to return to a previously held job classification within the Laboratory Professionals bargaining unit. For example, a Cytogenetics Technologist who accepted a position as a Molecular Technologist could bump back into a Cytogenetics position, following contract rules, as if they were still employed as a Cytogenetics Technologist. This applies only when no similar Molecular Technologist position is available.

In the event:

- 5.) there is a reduction of hours affecting other job classifications within the Laboratory Professionals bargaining unit,
- 6.) and when the affected individuals are qualified to perform the job with reasonable training, they may bump into the Molecular Technologist job classification as described in the OFNHP Laboratory Professionals contract, Article 10 (Seniority, Layoff, Recall) as if they were currently employed as a Molecular Technologist.



This agreement will end when the Molecular department size reaches 5 technical persons, OR the expiration of the current contract (September 30, 2010), OR by mutual agreement between labor and management.

Deborah Rasmussen 11/17/06
Deborah Rasmussen Date
OFNHP

Robert J. Hooper 11-16-06
Rob Hooper Date
AWL Operations Manager

Alan Moore 11-30-06
Alan Moore Date
OFNHP

Debra R. Othman 11/15/06
Debra Othman Date
Kaiser HR Consultant