

Received

AUG 21 2006

OFNHP #8017

August 17, 2006

Mr. Alan Moore  
Internal Organizing Coordinator  
Oregon Federation of Nurses and Health Professionals  
P.O. Box 1566  
Clackamas, Oregon 97015

Dear Mr. Moore:

Kaiser Permanente Northwest and the Oregon Federation of Nurses and Health Professionals agree to the following to resolve all issues (including the grievance filed by OFNHP on May 24, 2006) regarding post ratification negotiations for the Lab Professional, Registered Nurse and Technical Bargaining Units.

- 1) Effective the beginning of the pay period in which January 1, 2007 falls, the following compensation adjustments will take effect:

## Registered Nurse:

- Standby - \$3.50/hour
- Preceptor - \$1.20/hour

## Technical

- Standby - \$3.50/hour
- Operation Room Technician - The wage scale will be increased 5% at each step.
- Surgical Assistant - The wage scale will be increased 5% at each step.
- Holter Monitor Technician - The wage scale will be increased 10% at each step.
- Increased differentials for Respiratory Therapists, Operating Room Technicians and Surgical Assistants only to \$1.50/hour evening and \$3.50/hour nights.

## Lab Professional

- Standby - \$3.50/hour
- Cytogenetics Technologist wage scale will be adjusted to equal the Medical Technologist wage scale

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- 2) Effective September 10, 2006, Operating Room Technicians and Surgical Assistants will be paid a differential of \$1.20/hour when precepting Kaiser employees.
- 3) Effective the first pay period following two consecutive quarters of positive to forecast operating margin by KPNW, the parties will meet to discuss further economic considerations at the request of the Union.

AGREED:


For the Employer:

  
Creighton Young  
Senior HR Labor Relations Consultant

Date:

8/17/06

For the Union:

  
Alan Moore  
Internal Organizing Coordinator  
OFNHP

Date:

8/24/06