

4/30/2007

Mr. Creighton Young
Senior HR Consultant
Kaiser Permanente
Kaiser Permanente Building
500 NE Multnomah Street Suite 100
Portland, OR 97232

Re: Letter of Understanding – *Weekend Only Shift Differential in Surgical Services Arena, Kaiser Sunnyside Medical Center*

Employees in the Surgical Services Arena represented by OFNHP who work “Weekend Only” positions shall receive a 27% differential in addition to their regular base hourly rate of pay. If eligible for additional differentials and/or premiums under the appropriate collective bargaining agreement, they shall receive that differential as well. The “Weekend Only” differential shall apply to all hours worked (including time off for sick leave, vacation, holidays etc.) on weekends.

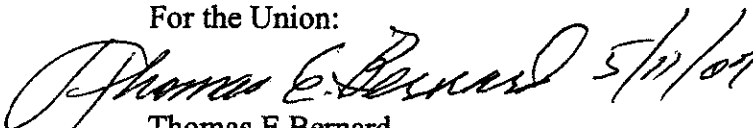
“Weekend Only” positions shall be defined as those positions where the majority of hours are regularly scheduled each weekend.

In respect to meals and break periods, current contractual language related to the length of those periods shall apply.

This letter shall supersede the previous letter of understanding concerning Surgical Services Weekend Shift Differentials.

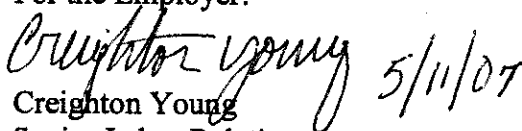
Agreed:

For the Union:

 5/11/07

Thomas E Bernard
Internal Organizer

For the Employer:

 5/11/07
Creighton Young
Senior Labor Relations
Consultant/Kaiser
Permanente