



Kaiser Foundation Health Plan of the Northwest

Letter of Agreement
March 7, 2008

Subject: OFNHP Represented Employees Usage of ESL, PTO, vacation and ill hours for FMLA Leave

In settlement of the grievance filed by OFNHP with regard to the usage of ESL/PTO and Sick Leave/Vacation for FMLA leave, it was agreed that a clarification of the relevant contract language was required in order to more closely match the intent of the agreement, which was to implement the current Kaiser Permanente Northwest Region Policy concerning Family Medical Leave (FMLA).

1. The agreements between KPNW and OFNHP:
 RN: Article 19.D Leaves; Family Medical Leave
 RDH: Article 23.C.5 Leaves of Absence; Other Leaves; Family Medical Leave
 TECH: Article 9.B Leaves of Absence; Family Medical Leave
 PRO: Article 8.B Leaves of Absence; Family Medical Leave
 LABPRO: Article 12.B Leaves of Absence; Family Medical Leave

will be amended to read: "Employees must use their ESL/Sick Leave for their own personal serious illness. After ESL/Sick Leave is exhausted, employees shall have the choice to use PTO/Vacation. To care for another family member whose condition qualifies for Family Medical Leave, an employee may use accrued PTO, Vacation, ESL or Sick Leave.

2. The Kaiser Permanente Human Resource Service Center and all parties involved in the administration of this program will be made aware of this agreement as soon as administratively possible in order to begin proper administration of this program immediately after the agreement is signed.

Creighton Young 3/7/2008
 Creighton Young
 Senior Labor Relations Representative
 KPNW

Alan Moore
 Alan Moore
 Internal Organizing Coordinator
 OFNHP