

2008-<sup>RN</sup>---08

August 8, 2008

Mr. Alan Moore  
Internal Organizer  
Oregon Federation of Nurses and Health Professionals  
2045 S.E. Ankeny Street  
Portland, Oregon 97214

Dear Mr. Moore:

Re: Letter of Understanding: Flex Team Differential Overtime Proposal

The RNs on the Flex Team would like to be able to flex their day/hours and waive daily and consecutive day overtime. They will receive overtime for over 40 hours in a work week.

Registered Nurses assigned to the KP Health Connect Flex Team and other KPHC D2 implementation ("Go Live") support assignments shall maintain their hourly rate of pay including differentials that they receive in their regular assignment.

Agreed:

For the Employer:

Creighton Young 9/29/08  
Creighton Young Date  
Lead Labor Relations Consultant

For the Union:

Alan Moore Date  
Internal Organizer, OFNHP

Kathleen M. Lewis 9/29/08  
PRESIDENT OFNHP