

November 26, 2008

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

Dear Alan:

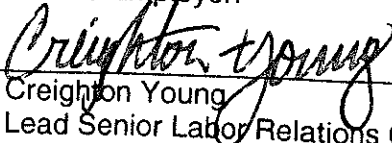
Re: LOU: Clinical Optimization Consultant Position

The Employer and Union agree to accrete the Clinical Optimization Consultant position to the OFNHP-Nursing Bargaining Unit under the following conditions:

1. This position will be paid under the current contractual RN wage scale which covers among others, the outpatient and inpatient RN's.
2. Employees hired for this position waive all rights to daily, consecutive day, double back and double-time overtime as defined in the contract and double-time LOU. Weekly overtime is not waived.
3. It is expected that up to 50% of time worked in this position will occur on evenings, nights and weekends.
4. This position will require that one shift per month be worked in a Kaiser Permanente hospital arena for which they are qualified. The employee will communicate their availability to do this, to the staffing office, in order to be scheduled on a monthly basis. Should the shift length exceed eight hours in the clinical area they, if necessary, must decrease the hours of one of their other shifts that week, in order to avoid weekly overtime.
5. This agreement is non-precedent setting.

AGREED:

For the Employer:

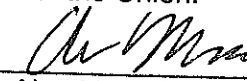


Creighton Young
Lead Senior Labor Relations Consultant

Date:

12-1-08

For the Union:



Alan Moore
Internal Organizer
OFNHP

Date:

12-1-08