

June 8, 2009

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

RE: Professional Employees Education Program

This letter confirms our agreement to the following.

The parties agree to additional uses of the residual funds from the Professional Employees Education Program.

Short-hour and on-call employees, as defined in the 2005 Professional Employees Agreement, will be allowed to apply for reimbursement of educational expenses up to \$600 incurred between 1/1/09 and the end of the benefit year, 12/26/09. The application is made on the current 2009 Tuition/Book & OFNHP Professional Unit Fund Reimbursement Expense Form. This paragraph is not applicable to the 2010 benefit year.

Full-time and part-time permanent employees, as defined in the 2005 Professional Employees Agreement, will be allowed to apply for reimbursement of educational expenses up to \$1500 incurred between 1/1/09 and the end of the benefit year, 12/26/09. The application is made on the current 2009 Tuition/Book & OFNHP Professional Unit Fund Reimbursement Expense Form and funds will be disbursed after existing Tuition funds and Professional Education Funds (Article 9C) for the individual employee have been depleted. The funds will be disbursed when the designated account has a balance of \$50,000 or more. The parties agree to halt the use of residual funds for this benefit should the account balance become less than \$50,000. The \$1500 is not eligible for rollover to the 2010 benefit year. This paragraph is not applicable to the 2010 benefit year.

A Department Fund will be created from residual funds of the Professional Education Program Fund. Application for up to \$10,000 will be allowed from departments for visiting speakers and large forum seminars. Definition of terms and application criteria, process and procedure will be determined by the Professional Employees Education Program Committee. The funds will be disbursed when the designated account has a balance of \$50,000 or more. The parties agree to halt the use of residual funds for this benefit should the account balance become less than \$50,000. This paragraph is applicable from 7/1/09 to 6/30/10.

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cover the costs and provide labor for ^{cy} ^{FBH}

OFNHP will provide ~~\$300~~ to assist with costs of a mailing to Professional Employees describing the Professional Employees Education Program and the KFHPNW Tuition/Book Reimbursement Program.

This agreement is effective on the date signed by the parties.

This agreement will be reviewed by the parties twelve months from the date signed and may be extended, modified or deleted by mutual agreement of the parties.

This agreement is non-precedent setting.

If you agree with the above, please indicate such agreement by signing in the space provided below and return one signed copy of this letter to my attention.

AGREED:
For KFHPNW, the Employer:

Creighton E. Young

Creighton E. Young
Lead Senior Labor Relations Consultant
Kaiser Foundation Health Plan Northwest

6-18-09

Date

AGREED:
For OFNHP, the Union:

Theo Harper

Theo Harper
Professional Employees BU Officer
OFNHP Local 5017

6-18-09

Date

Sharon J. Avelly
OFNHP
6/18/09