

**Accretion Agreement
Kaiser Permanente Northwest Region
and
Oregon Federation of Nurses and Health Professionals**

OB/GYN Case/Care Manager Position

Effective 5/18/09 the OB/GYN Case/Care Manager job classification will be covered by the OFNHP Nursing Collective Bargaining Agreement. The following conditions are applicable under this accretion:

1. Two RN's were recently hired into the OB/GYN Case/Care manager job classification. They are:

Sonja Swanberg: date of hire 5/18/09, BHR \$41.51

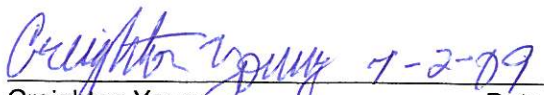
Julie Jones: date of hire 5/26/09, BHR \$41.51

Sonja Swanberg and Julie Jones will be placed on the RN outpatient wage scale, at the tenure step commensurate with their months of nursing experience. Their current wage of \$41.51 will be "red circled" until the wage scale tenure step pay amount equals or exceeds their "red circles" pay.

The benefits contained under the OFNHP Nursing Collective Bargaining Agreement will become effective the first of the month following signature by both parties of this Letter of Agreement

2. Any accrued PTO time will be converted to vacation time upon the new benefit effective date.
3. Any accrued ESL time will be converted to sick leave time upon the new benefit effective date.
4. The Employer will change the job Addendum to reflect BSN preferred rather than required.

AGREED:



Creighton Young Date
Human Resources, Labor Relations



Alan Moore Date
OFNHP Internal Organizer