

Amended
Letter of Agreement
Between
OFNHP - RN
And
Kaiser Permanente

OFNHP 5017
Received
DEC 28 2011

REGISTERED NURSE OVERTIME LIMITATIONS

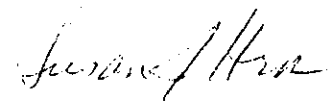
To ensure patient and employee safety and quality cost effective use of human resources, effective May 01, 2009, individual overtime will be worked under the following parameters:

- 1) No worked time over 12.5 hours (productive) in a 24 hour period. The 24 hour clock begins with the start of the shift. Registered Nurses who work an evening shift with no additional hours shall not be prevented from working the following day due to this policy.
- 2) Total hours paid (worked and non productive) in a pay period will not exceed 110 hours.

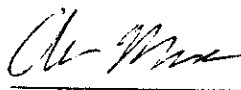
Overtime in excess of these parameters may be approved by the Nurse Manager/Director on a case by case basis after consideration of the potential impact of the overtime on patient care and the employee's performance. OR and PACU are excluded from this agreement.

If you agree with the above, please sign both original documents enclosed and return one of the originals to me.

Yours truly,


Susan J. Hron
SR. Hr/Labor Consultant

4-27-09

 5-7-09
OFNHP Date

RECEIVED

MAY 12 2009

HUMAN RESOURCES
KPB - 13