



February 11, 2010

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 fund 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 and completed between 1/1/10 and September 30, 2010. The application is made on the current 2010 Tuition/Book & OFNHP Professional Unit Fund Reimbursement Expense Form. Applications must be turned in by September 30, 2010, the educational activity must be completed by September 30, 2010. This paragraph is not applicable to the 2011 benefit year.

Full-time and part-time employees, as defined in the 2005 Professional Employees Agreement, will be allowed to apply for reimbursement of educational expenses up to \$1500 incurred and completed between 1/1/10 and September 30, 2010. The application is made on the current 2010 Tuition/Book & OFNHP professional Unit Fund Reimbursement Expense Form. Applications must be turned in by September 30, 2010, the educational activity must be completed by September 30, 2010. 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 2011 benefit year. This paragraph is not applicable to the 2011 benefit year.

The Department Fund will be created from the residual fund of the Professional Education Program fund. Application for up to \$10,000 will be allowed from departments for visiting speakers and large forum seminars completed before September 30, 2010. 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 funds for this benefit should the account balance become less than \$50,000. This paragraph is applicable from 1/1/10 until 9/30/10.

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OFNHP will cover the costs and provide labor for a mailing to Professional Employees describing the Professional Employees education program and the OFNHP Tuition/Book Reimbursement Program.

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

This agreement is non precedent setting and may be extended, modified or deleted by mutual agreement of the parties.

If you agree with the above, please indicate such agreement by signing in the space provided below.

AGREED:

For KFHPNW, the Employer:

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

Date:

02/11/10

For OFNHP, the Union:

[Signature]
Oregon Federation of Nurses and Health Professionals

Date:

3/16/10