

Letter of Understanding KPNW and OFNHP RN Lo. 5017

In order to proactively resolve a possible dispute between the parties, KPNW (Employer), OFNHP (Union) and Employees (identified below) agree to the following understanding regarding the Primary Care RN reduction-in-force described below.

The parties agree that KP is only required to provide a 45 day notice of the reduction to the Union and a minimum of 30 days notice to the affected employees.

The parties agree that the notice period to the Union began on June 23, 2010.

The affected Employees and their current duty stations are:

RN	Location	FTE
Deanna Reed	SKY	0.7
Hallie Whinnery	NLR	0.7
Adina Cristea	ORC/CPK	0.5
Kathy Bishop	LVK	0.5
Diana Pietras	SAL	1.0
Connie Hussar	BVT	0.8
Sarah Clem	BVT	0.5
Jodi Herrera	MTS	0.8
Tommie Wood	MTS	0.7
Melody Spiker	MTS	0.9
Gina Stout	TUA/BVT	0.5
Pamela Chase	TUA/BVT	0.6
Teresa Brown	TUA	0.9
		9.1

Each affected Employee will receive individual reduction notices between July 1, and July 8, 2010.

The Employees' effective RiF date will be August 8, 2010.

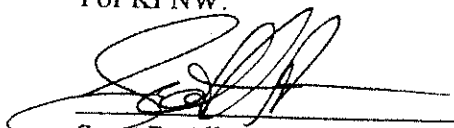
Employees retain all rights as described under their collective bargaining agreement and under the Employment Security Agreement.

For all future reductions-in-force, the parties commit to working together to ensure that each meet the terms and conditions of the parties collective bargaining agreement.

This agreement is non-precedent setting.

The agreement is effective upon signature below.

For KPNW:



Scott B. Allan
Director, Labor and Employee Relations

DATE: June 29, 2010

For OFNHP:

Mark Richard, OFNHP
Trustee

DATE: _____