



Elex Tenney
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Oregon Federation of Nurses and Health Professionals
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OFNHP 5017
Received
JUL 13 2011

LETTER OF AGREEMENT

Basic Life Support/Automatic External Defibrillator training will be mandatory for the following staff by December 31, 2011:

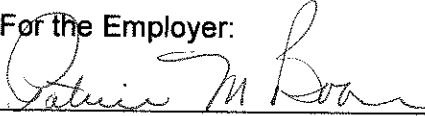
- 1008 Certified Nurse Midwife
- 1005 PA Grade 14
- 1257 NP Grade 14
- 1307 PA Grade 15
- 1341 PA Grade 15
- 2085 PA/NP Grade 88
- 0401 Physical Therapist

The parties agree to the following functional aspects:

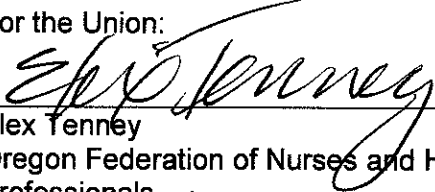
1. The parties agree that the training will be provided at the Employer's expense and during the employee's regular coded hours. The Employer will be responsible for blocking the provider's schedules for the training. If the employee volunteers to take the training not during their regularly scheduled hours with their manager's approval they will have the option of adjusting their schedules not to exceed coded hours during that pay period. If the employee volunteers to take this training above their coded hours and they have their manager's approval, they will be compensated at their hourly rate.
2. Changes to the minimum requirement sections of the Job Descriptions referred to in paragraph (1) will include BLS/AED certification requirement and will be completed by December 31, 2011.
3. After training and certification is completed, employees will provide their Medical Office Manager a copy of their certification prior to December 31, 2011.

This agreement is non precedent setting and shall sunset on January 1, 2012.

AGREED:

For the Employer:


Patrice M Boose
Manager, Employee & Labor Relations
Kaiser Permanente Northwest

For the Union:


Elex Tenney
Oregon Federation of Nurses and Health
Professionals

Date: 7-6-11

Date: 7/13/2011