

November 10, 2011

Elex Tenney
OFNHP President Local 5017
2045 SE Akeny Street
Portland OR 97214

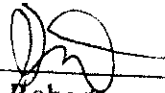
Re: Mental Health Reduction in Force Letter of Agreement

The following reflects an agreement between Kaiser Permanente Northwest (KPNW) and OFNHP Local 5017 regarding the reduction in force process for the mental health therapist triage positions. The parties agree that:

1. Bumping will be within the discipline group per the contractual language Article 6 Section E.1.e
2. Distinguishing features of positions in each of the work areas will be considered to inform placement options and they will be emailed to all mental health therapists.
3. Addiction Medicine has specific qualifications that unless a therapist already had them, they could not be met in 90 days, and is therefore not available for bumping
4. The definition of a day is within 8 hours of the individual employee's coding.
5. Placement of therapists into new positions as a result of the RIF will be staged for training needs or to meet regulatory requirements. Management will make the decisions on staging and consult with labor and the employee.
6. The triage therapist role has changed to phone assessment therapist.
7. Bumping is to someone less senior in a comparable job, but if there is more than one identical position the bump will be to the least senior position.
8. A mental health therapist is allowed one bump.
9. If a mental health therapist bumps another mental health therapist and subsequently doesn't like the position they bumped into, the mental health therapist may apply for any open position, but the mental health therapist may not bump again.
10. If a therapist is unsuccessful in performing the essential functions of a new position, per documented performance issues, within sixty (60) days after placement, there will be a Performance Improvement Plan with specific criteria developed by the manager, the employee, and an institutional union representative.
11. The determination of the ability of a MHT to successfully perform the essential functions of a job is the purview of Management.
12. Managers will meet with employees at 30, 60, and 90 days following placement. If the employee is unsuccessful after 90 days, they may apply for a vacant position for which they are qualified.
13. If at sixty (60) days it appears that there are significant performance issues, the Director of Mental Health and Sharon Culley (or designee) will review and identify the options at both 60 and 90 days.

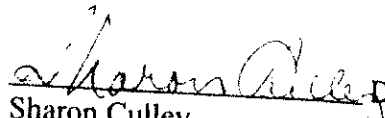
14. Any mental health therapist that is going to be bumped will be notified immediately by Mental Health Management or Human Resources.
15. If a position is vacated, the vacated position will be posted.
16. Both parties intend that the process of placing the triage mental health therapists is done in the shortest time frame possible.
17. This agreement is valid through November 30, 2012.

Your signature below denotes agreement.




Jay Roberts
Mental Health Manager

Date 11/16/11



Sharon Culley
Internal Organizer OFNHP 5017

Date 11/10/11



Caroline Davis
Senior Employee and Labor Relations Consultant

Date 11/10/11

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