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2011-00001



Oregon Federation of Nurses and Health Professionals, Local 5017, AFT/AFL-CIO
2045 SE Ankeny Street
Portland, OR 97214

Phone (503) 657-9974

Fax (503) 657-7456

E-mail: ofuhp5017@ofnhp.org

Toll Free 1-800-636-5017
(OFN)

LETTER OF UNDERSTANDING

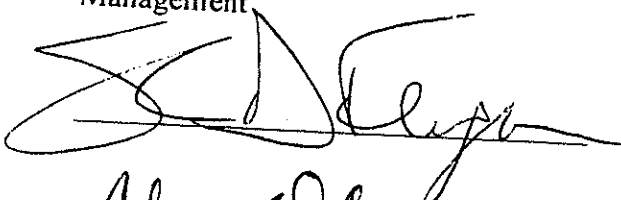
May 5, 2011

Labor and Management reached an agreement by consensus at the 05-05-11 Dental Steward Council Meeting to use birth dates (mm/dd/yy) to establish seniority when two or more employees have equal seniority (date of hire and length of time in the bargaining unit are the same).


- 1) Seniority will be established by birth date (mm/dd/yy) if seniority is otherwise equal. (For example, if both or all equal employees are born in the month of June, then the next determining factor would be the day of the month. Etc.)
- 2) This agreement is effective on 05-05-2011.
- 3) This agreement applies to all Registered Dental Hygienist employees who are covered under the OFNHP Registered Dental Hygienists Contract, October 1, 2005 through October 15, 2013.

Date: 5/19/11

For Kaiser Permanente
Dental Program
Management


Carol A. Delaney

For OFNHP Registered Dental Hygienists
Labor


Sharon Brown, RDH
Charles R. Wood, RDH