

August 22, 2011

RE: Letter of Understanding, Hillsboro Neighborhood Medical Office

Kaiser Permanente is presently scheduled to open the Hillsboro Neighborhood Medical Office in September 2011. The collaborative effort to expand services to the Washington County community by opening this office has required creativity and flexibility. In this spirit, the following, non-precedent setting agreement has been developed.

**Phlebotomists' Duties**

The Phlebotomists assigned to this facility, will perform rapid strep waived testing in the lab after appropriate training.

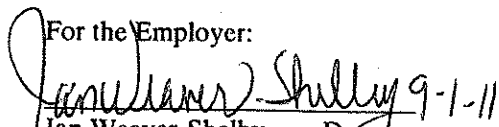
**Registered Nurses', Licensed Practical Nurses' and Medical Assistants' Duties**

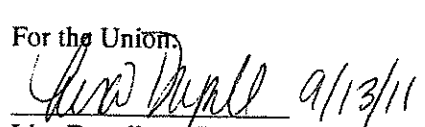
Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Medical Assistants (MAs), assigned to this facility, will perform urine dipstick, urine pregnancy, and glucometer point of Care Tests (POCT), approved by the Kaiser Permanente Lab, in the back office and in accordance with the Clinical Laboratory Improvement Act. Additionally, RNs, LPNs, and MAs will perform EKG's. There are no plans at the present time to provide Imaging services at the Hillsboro location. RNs, LPNs, and MAs will receive initial EKG training and annually thereafter, or as indicated per regional agreements for staff who perform EKG's. No POCT or EKGs can be performed by RNs, LPNs or MAs who have not been trained per Kaiser Permanente regional standards.

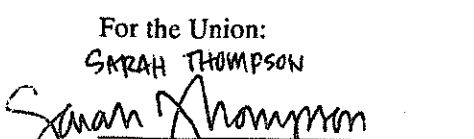
Labor and management will determine POCT and EKG training needs for replacement staff. This agreement will be reviewed in six (6) months from the opening date and annually thereafter of the Hillsboro Neighborhood Medical office by medical office management, ancillary department managers, labor representatives and human resources will review work flow process and work volume associated with EKGs and point of care tests. If a task change is imminent, labor and management will meet to discuss the terms of this agreement.


Both parties agree this agreement is non-precedent setting. If you agree with the above, please indicate such agreement by signing in the space provided below.

AGREED:

For the Employer:  
  
Jan Weaver-Shelby Date 9-1-11  
MMO HBN Medical Office

For the Union:  
  
Lisa Dupell Date 9/13/11  
UFCW Local 555

For the Union:  
SARAH THOMPSON  
  
Meg Niemi Date  
SEIU Local 49 President

For the Union:  
  
Elex Dyar Tenney Date 9/14/2011  
Executive Vice President, OFNHP Local 5017