

**Oregon Nurses Association,  
Oregon Federation of Nurses & Health Professionals, Local 5017, AFT,  
and  
Kaiser Foundation Health Plan of the Northwest**

**Letter of Agreement on Seniority Calculations**

The parties to this Agreement are the Oregon Nurses Association (ONA), the Oregon Federation of Nurses and Health Professionals, Local 5017, AFT, AFL-CIO (OFNHP), and Kaiser Foundation Health Plan of the Northwest (Kaiser).

**RECITALS**

OFNHP represents registered nurses working at various Kaiser locations, as detailed more specifically in the October 1, 2012 to September 30, 2015 labor agreement between OFNHP and Kaiser (hereinafter "OFNHP-Kaiser Agreement").

ONA and OFNHP, through joint certification agreed to under the April 2011 Union Partnership agreement between ONA and OFNHP, represent registered nurses working at Kaiser locations specified in the October 1, 2010 to September 30, 2012 labor agreement between ONA and Kaiser (hereinafter "ONA-Kaiser Agreement").

**AGREEMENT**

The parties intend and agree that registered nurses working in bargaining units covered by the ONA-Kaiser Agreement may bid on open positions covered by the OFNHP-Kaiser Agreement. They also intend and agree that registered nurses working in bargaining units covered by the OFNHP-Kaiser Agreement may bid on open positions covered by the ONA Kaiser Agreement. The purpose of this Agreement is to insure that there will be parity of seniority for employees represented by the two unions when employees are bidding on open bargaining unit job positions covered by either the ONA-Kaiser Agreement or the OFNHP Kaiser Agreement. The parties agree employee seniority shall be calculated in the following manner when employees bid for open registered nurse positions:

1. All OFNHP registered nurses who apply for open positions within a bargaining unit covered by the ONA-Kaiser Agreement will have their seniority calculated based on the seniority criteria used under the ONA Contract agreement. Their seniority will be determined based on a "years worked" calculation.
2. All ONA registered nurses who apply for open positions within a bargaining unit covered by the OFNHP-Kaiser Agreement will have their seniority calculated based on the seniority criteria used under the OFNHP Contract agreement. Their seniority will be determined based on an "hours worked" calculation.

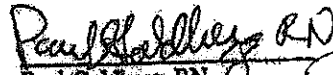
This Letter of Agreement shall be effective upon signing and dating below.

For OFNHP

  
Elex Tenney,  
President

Dated: 1/10/2013

For ONA

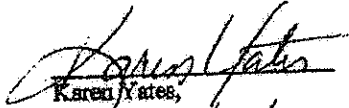
  
Paul Goldberg, RN,  
Assistant Executive Director  
Labor Relations

Dated: 1/10/2013

For Kaiser Foundation Health  
Plan of the Northwest

  
Scott Allan,  
Labor Relations Director

Dated: 1/19/2013

  
Karen Yates,  
President  
Dated: 1/10/2013