

**LETTER OF UNDERSTANDING  
BETWEEN  
THE OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS,  
LOCAL 5017, AFT, LABORATORY PROFESSIONALS  
AND  
KAISER PERMANENTE**

This Letter of Understanding ("LOU") is entered into between Kaiser Foundation Health Plan of the Northwest and Kaiser Foundation Hospitals ("Kaiser Permanente") (the Employer) and Oregon Federation of Nurses and Health Professionals, Local 5017, Laboratory Professionals, (The Union) herein after the parties.

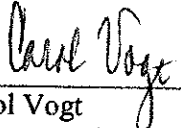
**RECITALS**

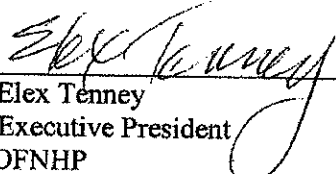
The parties agree that there has been extensive turnover in Lab Pro positions. Employees under the Lab Pro contract can transfer based on seniority before the end of their probationary period, or completion of training. This turnover has placed a strain on retaining experienced staff to provide competent patient care, Therefore, the parties agree to the following:


**AGREEMENT**

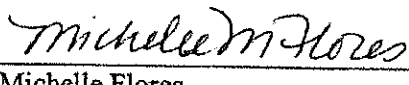
1. From June 15, 2013 until June 15, 2014 all new hired Lab Pro employees must work for the first 6 months at the position they hired into before being eligible to transfer.
2. This restriction applies to all lab departments at AWL, ambulatory clinics, KSMC and WSMC.
3. An employee during this initial 6 month period will be allowed to up code/down code on the same shift, in the same department, in which they hired into. Rules of awarding position are not to violate current contract language re: seniority awarding.
4. Exception allowing transfers in less than 6 months from initial hire will be permitted by mutual agreement of employee and Supervisors.
5. This restriction **will not apply to any existing employees hired before June 15, 2013.**
6. This is a temporary agreement for the one year period and unless mutually agreed, will not renew.

Agreed:

 6/13/13  
\_\_\_\_\_  
Carol Vogt  
Director, Laboratory Operations  
Date

 6/11/2013  
\_\_\_\_\_  
Elex Tenney  
Executive President  
OFNHP  
Date

 6/12/13  
\_\_\_\_\_  
Thomas Gunn  
Sr. HR Consultant  
Date

 6/13/13  
\_\_\_\_\_  
Michelle Flores  
Lab Pro President  
Date