

**LETTER OF AGREEMENT  
BETWEEN  
OREGON FEDERATION OF NURSES AND HEALTH CARE PROFESSIONALS  
AND  
KAISER PERMANENTE NORTHWEST REGION**

**OFNHP LAB PROFESSIONALS FLOATING GUIDELINES**

October 15, 2013

This letter serves as clarification and summary for Article 4 B for Lab Professionals who float to other locations/departments, and compensation for such duties.

**I. DEFINITION OF FLOATING**

A. Float is defined as an employee hired to:

- 1) Work Variable shifts on a regular basis, or
- 2) Works at multiple sites/facilities

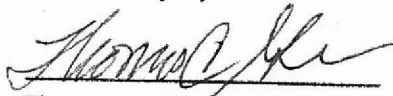
B. A Temporary Float is a regular employee who, when requested will work different departments, locations or shifts for a short term to maintain operations. They will be paid the replacement differential during this time.

**II. COMPENSATION**

A. A Float employee/Temporary Float shall be paid the replacement differential of .90 per hour, as per Article 8.B.

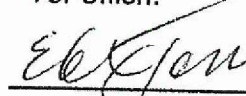
**AGREED:**

For the Employer:

  
Thomas C. Gunn  
Sr. Labor Relations Consultant

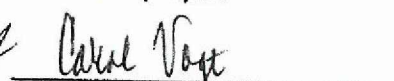
10/23/2013  
Date

For Union:

  
Elex Tenney  
Executive President  
OFNHP

10/22/2013  
Date

For the Employer:

  
Carol Vogt  
Director, Laboratory Operations

10/22/13  
Date