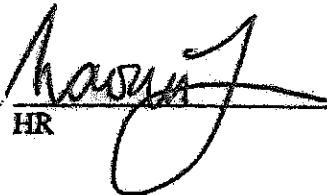


OFNHP
2013-00001

LETTER OF AGREEMENT
BETWEEN
KAISER PERMANENTE
&
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS

This agreement is entered into by and between Kaiser Foundation Health Plan, Inc. ("Employer") and OFNHP to provide a bilingual differential for any OFNHP bargaining unit member hired under a job code requiring fluency in a second language and Qualified Bilingual Staff 2 certification.

The parties agree that those hired into such a job code will be paid an hourly differential of \$1.15.

 10/9/13
HR Date

 10/4/2013
OFNHP Date

Copy:
HR
OFNHP
Gena Bailey
Compensation