

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.

*Gen Bailey* 10/9/13  
HR Date

*Elex DeJantzen* 10/4/2013  
OFNHP Date

Copy:  
HR  
OFNHP  
Gena Bailey  
Compensation



## KPNW BILINGUAL JOB DESCRIPTIONS | PROPOSED LANGUAGE (OFN)

### ADDITIONAL MINIMUM (REQUIRED) QUALIFICATIONS

Final candidate must pass pre-employment language skill assessment administered over the phone by Kaiser Permanente. Upon hire, must successfully pass the Kaiser Permanente Qualified Bilingual Staff (QBS) assessment the next time it is offered for continued employment.

### JOB DESCRIPTIONS

CURRENT		
JC	JOB TITLE	GRADE
3299	RN, OUTPAT OFN-DUAL BLS	73
3300	RN TEAM LEAD OFN-DUAL BLS	72