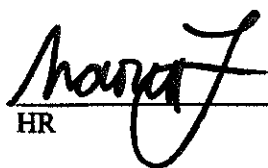


**LETTER OF AGREEMENT  
BETWEEN  
KAISER FOUNDATION HEALTH PLAN, INC. &  
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS  
PROFESSIONAL BARGAINING UNIT**

This agreement is entered into by and between Kaiser Foundation Health Plan, Inc. ("Employer") and the OFNHP PRO bargaining unit ("Union") to memorialize the agreed upon system for PRO bargaining unit members (hereafter "employees") to take the Dragon Speak training. The parties agree as follows:

1. Employees may choose to take the training during their coded clinical time or outside their coded clinical time.
  - a. If an employee takes the training during coded time, the training time will be taken from his/her Educational Leave bank.
  - b. If an employee takes the training above coding during non-clinical time, the time will be compensated as administrative time.
2. The training is optional.
3. The Employer will pay the cost of the training.
4. Employees who took the training prior to November 21, 2013 will not be affected by this agreement (i.e., whatever compensation method was used for those employees will not be changed retroactively).
5. The employer will endeavor to make the training times variable enough to accommodate all interested employees.
6. This agreement is non-precedent setting and will sunset on December 31, 2014 unless there is written agreement to extend it beyond that date.

  
HR \_\_\_\_\_ 12/16/13  
Date

  
OFNHP \_\_\_\_\_ 12/16/2013  
Date

Copy:  
HR  
OFNHP  
Justin McGowan