

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 ICD 10 trainings. The parties agree as follows:

1. Employees may choose to take the training during their coded clinical time or above their coded clinical time. If the training is taken above their coded clinical time, it will be compensated as administrative time.
2. The trainings are mandatory; however, individual employees may be exempt from certain modules based on their practice area.
3. Time paid for each mandatory training will be based on how long each individual module takes, according to the team tasked with planning the training (the team includes but is not necessarily limited to Sheryl Miller and Rebekah Nelson).
4. If an employee chooses to take a training module during clinical time, the time will be carved out of their schedule only once; it will be the employee's responsibility to take that training module thereafter if the training is not completed during the time carved out. Exceptions may be made if the employee is absent on the day the module has been scheduled.
5. If an employee chooses to take a training module during clinical time, it will be scheduled at the beginning of a session to ensure patient care does not interfere.
6. Where possible, employees will be encouraged to complete trainings in their UBT meeting as a group.
7. This agreement is non-precedent setting and will sunset on December 31, 2014 unless there is written agreement to extend it beyond that date.

Mary J 12/16/13
HR Date

Sheryl Miller 12/16/13
OFNHP Date

Copy:
HR
OFNHP