

LETTER OF AGREEMENT
BETWEEN
KAISER FOUNDATION HEALTH PLAN, INC &
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS
LABORATORY PROFESSIONALS & TECHNICAL EMPLOYEES

This agreement is entered into by and between Kaiser Foundation Health Plan, Inc. ("Employer") and the OFNHP Laboratory Professionals & Technical Employees Bargaining units ("Union") to memorialize the agreed upon staffing plan for the Laboratory Professional bargaining unit members ("employees") in the Outpatient Clinics.

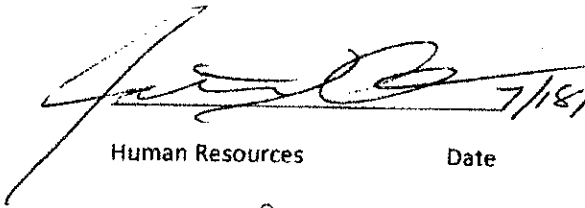
1. Clinics with a UCC or where there is a need for complex testing will have a minimum of one (1) Medical Technologist (MT) for each day and evening shift, at each location. Their responsibilities include but are not limited to acting as a resource for Medical Laboratory Technicians (MLT) and responding to equipment failures. In addition to the staffing plan above, Interstate laboratory will have one (1) MT designated specifically for IUI. LVK will maintain its current staffing model unless circumstances enable changing to 1 MT on days and 1 MT on evenings by attrition. The table below sets forth the proposed staffing model.
2. Clinics where there are more MTs than the staffing agreement provides will remain in their positions but by attrition may be replaced by an MLT. Once the agreed staffing level is reached, no more than two (2) MT's will be scheduled at any given time.
3. This agreement serves as a guide for future hiring and staffing changes.
4. This agreement is non-precedent setting and will sunset on September 30, 2015.

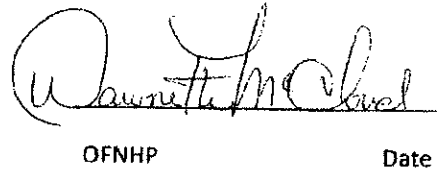
Proposed Staffing Model


Entity:	Loc:	MLT	MT	Comments:	Proposed:	Change:
Hospitals:	SMC	4	26			
	WMC	2	19			
Med Offices:	*INT	5	6		1 day, 1 eve and 1 IUI	-3 MT
	*LVK	4	2	2 day	no change	
	GTW	2	0		no change	
	RKW	3	0		no change	
	SKY	3	1	Has Vitros Chem	no change	
	*BVT	4	3	1 day, 1 eve, 1 float	1 day and 1 eve	-1 MT
	*CPK	4	1	1 day	1 day and 1 eve	+1 MT
	*NLR	3	3	1 day, 1 eve, 1 float	1 day and 1 eve	-1 MT
	ORC	2	0		no change	
	SAL	3	1		No MT	-1 MT
	TUA	2	0		no change	
AWL:	Microbiology	10	19			
	Client Services	2	2			
	Core Lab	3	11			
	Microscopy	3	7			
	SAM/Tox	2	20			
* UCC Locations						-5 MT

Assumptions:

- Replacement by attrition
- Subject to hours changes
- Subject to complexity of testing menu changes

 7/18/2014
 Human Resources Date

 7-15-2014
 OFNHP Date

 7/15/14
 Lab Management Date