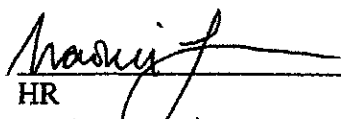
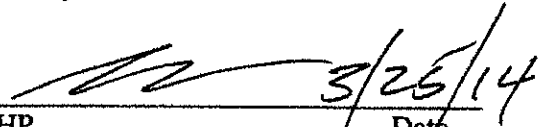


LETTER OF AGREEMENT
BETWEEN
KAISER FOUNDATION HEALTH PLAN, INC. &
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS
PROFESSIONAL BARGAINING UNIT

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 mandatory 1-hour Exchange Refresh Training. 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. 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 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.
3. The training must be completed by June 30, 2014.
4. If an employee chooses to take the training during clinical time, it will be scheduled at the beginning of a session to ensure patient care does not interfere.
5. 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 _____ 3/26/14 _____
Date
Naohar Loo


OFNHP _____ 3/25/14 _____
Date
Edward Burke
Executive Director
OFNHP Local 5017

Copy:
HR
OFNHP
Justin McGowan