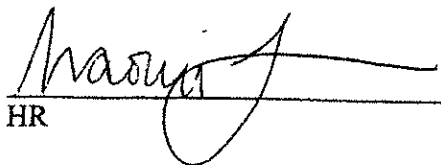



LETTER OF AGREEMENT
BETWEEN
KAISER FOUNDATION HEALTH PLAN, INC. &
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS
PROFESSIONAL BARGAINING UNIT

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 ("employees") in Family Practice and/or Internal Medicine ("FP/IM") departments to attend certain provider meetings. The parties agree as follows:

1. FP/IM employees will be given up to four dates per year on which to attend a QA meeting for providers. FP/IM employees are required to choose two (2) dates per year on which to attend these QA meetings. All QA meetings will take place from 7:30 a.m. to 8:30 a.m. (i.e., beginning one half-hour before their standard start time).
2. Attendance at these meetings will be via WebEx only, unless the meeting is taking place at the FP/IM employee's own facility. It will be the Employer's obligation to ensure that attendance via WebEx is available. No travel time is authorized by this agreement.
3. FP/IM employees shall schedule their attendance at these meetings through their standard process for scheduling time out of clinic. On the dates selected for their attendance at QA meetings, FP/IM employees will request to have the first half-hour of their day held so that no patients are scheduled.
4. FP/IM employees may schedule one half-hour of compensated time off from 8:00 to 8:30 a.m. during the same pay period as the QA meeting for a total of one (1) hour of comp time per year. The comp time should be prescheduled through employees' standard process for scheduling time out of clinic.
5. FP/IM employees may choose to attend more than two QA meetings per year and/or non-QA provider meetings, but will not be entitled to additional compensatory time off (i.e., the maximum compensatory time off an employee may receive under this agreement is one hour, divided into two 30-minute segments). Employees who voluntarily attend another provider meeting should continue to request a hold on their schedules from 8:00 to 8:30 a.m. through their normal scheduling process.
6. This agreement is non-precedent setting and will sunset on December 31, 2015 unless there is written agreement to extend it beyond that date.

 4/2/14
HR Date

 3/31/2014
OFNHP Date

Copy:
HR
OFNHP
Justin McGowan