

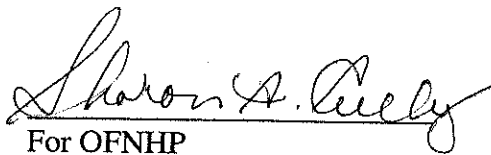
MEMORANDUM OF UNDERSTANDING

DATE: April 4, 2013

RE: Quarterly NP/PA Meetings

OFNHP and Kaiser Permanente hereby agree to the following understandings regarding meetings for Primary Care Nurse Practitioners and Physician Assistants amending the past practice of regular monthly meetings which were held during the workday.

1. Meetings will be scheduled quarterly and outside of patient care hours.
2. Meetings will be held by Service Area; Eastside, Westside, North and Salem.
3. Management will pay for a meal and an hour of meeting time.
4. Mileage to the meeting site will be reimbursed.
5. The agenda will be developed collaboratively between a designated labor representative from each Service Area and management point person from each Service Area.
6. Management will be responsible for the production of the minutes and both parties will be responsible for the dissemination of the agenda and minutes.
7. The meeting may be attended by utilizing conference call, webinars or skyping (if technology is available).
8. This arrangement will be reassessed by management and the union in one year from the first scheduled meeting (or after the completion of 4 scheduled meetings) to determine if changes are needed.
9. The above agreements, when reached, do not replace the obligation and opportunity for the attendance of NP/PAs in their own MOB All Provider Meetings (with NP/PA agenda topics submitted) or the MOB UBT's which are from 7:45 to 8:40 am.


For OFNHP


For Kaiser Permanente

Date 4/4/13.

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