

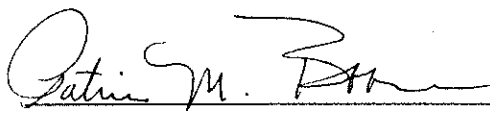
LETTER OF AGREEMENT
BETWEEN
KAISER FOUNDATION HEALTH PLAN, INC. &
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS
PROFESSIONAL BARGAINING UNIT

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 disbursement of stipend payments to Affiliated Clinicians ("ACs") designated as Kaiser Permanente HealthConnect Champions ("KPHC Champions"). This agreement references the general practice for stipend payment as recognized under Article 5(F) of Collective Bargaining Agreement between the Employer and the Union. The parties agree as follows:

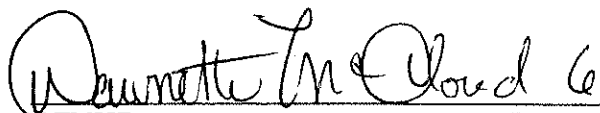
1. ACs designated as KPHC Champions are individuals, designated by their Chief, who act as liaisons between their department and the NWP Department of Medical Informatics (DMI). They are charged with helping to ensure that the system is configured to best support their department. KPHC Champions are also charged with helping their department make best use of KP HealthConnect and related systems via maximizing training and effective system use, and via content development and maintenance. They communicate from their department to DMI and from DMI to their department.
2. A key requirement of ACs designated as KPHC Champions is their desire to work to improve the clinical functioning of a department by optimizing the interaction of the clinical team with the electronic health record. KPHC Champions should be able to participate in designing solutions, and lead their colleagues in adopting innovations. KPHC Champions are expected to:
 - a) Help define and represent their department needs related to KPHC.
 - b) Develop a reliable mechanism to assess and understand the on-going needs of their department members. The most effective mechanisms for realizing this goal will vary depending on department size, structure and culture.
 - c) Participate in the design of solutions to meet their departmental needs.
 - d) Optionally participate in the actual build of some tools and content (eg: SmartText, SmartPhrases, SmartSets, Preference Lists). Access to build is awarded based on training, experience and demonstrated continuing competence.
 - e) Help deploy, train, demonstrate and "champion" (ie: campaign for or "market") tools and content developed for their department.
 - f) Participate in assessment of the effectiveness of the tools developed and deployed for their department.
 - g) Participate in the ad hoc and systematic review and maintenance of their departmental content and tools.
 - h) Serve as the primary contact for members of their department when they have requests for changes in content or functionality of the KPHC system.
 - i) Participate in implementing responses to significant departmental KPHC content and function impacts created by internal and external forces. Reviewing and recommending changes to departmental Preference Lists, SmartSets and similar tools required by the mandated move to ICD-10, is an anticipated near term example of this.
3. The following are specific agreements of the Employer and ACs designated as KPHC Champions:

- a) ACs designated as KPHC Champions will serve at the discretion and authority of the Department Chief.
- b) ACs designated as KPHC Champions will, in consultation with the Chief, develop a plan to regularly solicit input from and communicate to members of the department.
- c) ACs designated as KPHC Champions will develop a set of explicit deliverables or actions to perform within a specific time period. That plan will be reviewed quarterly with the DMI Director of Clinical Knowledge Management and/or designated DMI Lead.
- d) ACs designated as KPHC Champions will keep a record of tasks performed in support of the champion function.
- e) ACs designated as KPHC Champions will periodically review with the Chief progress against the deliverables.
- f) ACs designated as KPHC Champions will be compensated at a rate of \$500/month (\$6000/year) for the work performed as a KPHC Champion, so long as the Chief and DMI submit acceptable performance reports.
- g) In the event the Chief and DMI submit unsatisfactory performance reports, Chief possess authority to remove KPHC Champion designation from ACs.
- h) Stipend payment for ACs designated as KPHC Champions will be paid retroactively to January 1, 2014 upon the execution of this agreement.

4. This agreement is non-precedent setting and will sunset on December 31, 2015 unless there is written agreement to extend it beyond that date.



 HR Date

 6-30-2014

 OFNHP Date

Copy:
 HR
 OFNHP
 Justin McGowan