

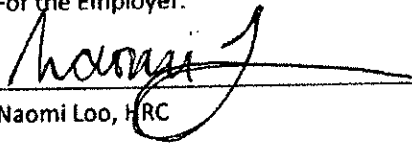
Letter of Agreement
Between
Oregon Federation of Nurses and Health Professionals Local 5017
and
Kaiser Permanente

The above referenced parties hereby agree to the following:

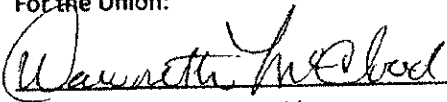
1. All Ambulatory RNs in the Northwest Region will be required to obtain a dual license (Washington and Oregon) by February 27, 2015. Covered RNs are those in job codes including: 1434, 1448, 1449, and 4439.
2. Kaiser Permanente will reimburse current covered RNs for the costs associated with obtaining the initial secondary license as follows:
 - a. RNs will be reimbursed for education requirement costs up to \$100.
 - b. RNs must communicate with their direct supervisor to schedule adequate time to take the required educational courses.
 - c. RNs are expected to take educational courses on-line. Exceptions will be considered on a case-by-case basis by an RN's direct supervisor.
 - d. RNs should submit a request for reimbursement for all relevant costs, including receipts, to their direct supervisor.
3. If an RN covered by this agreement does not obtain a secondary license by February 27, 2015, s/he will be subject to the License, Certificate, and Registration Verification policy, NATL.HR.010, and will be placed on a 14-day unpaid leave to obtain the secondary license. If the RN does not obtain the secondary license within the 14-day unpaid leave period, s/he may be subject to termination of employment. Extensions to the timeline will be considered on a case-by-case basis.
4. This agreement applies only to current employees obtaining their initial secondary license. Future renewal costs, time and expense will be the responsibility of the individual RN.
5. Once RNs obtain their secondary license, they will be moved to the relevant dual license job code.
6. Kaiser Permanente will be responsible for communicating the requirements described above to all covered RNs within one week of the date of this agreement.

Agreed:

For the Employer:

 10/29/14
Naomi Loo, HRC Date

For the Union:

 10/29/2014
Dawnette McCloud, President Date