

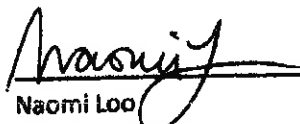
LETTER OF AGREEMENT  
BETWEEN  
KAISER FOUNDATION HEALTH PLAN, INC. &  
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS  
PROFESSIONAL BARGAINING UNIT

Re: Compensation for Float ACs assigned to work outside Portland Metro

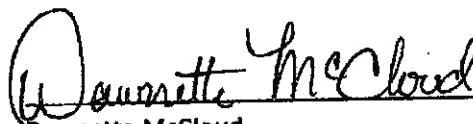
Float ACs in Primary Care who are not assigned to a service area shall be entitled to compensation when assigned a shift outside of the Portland Metro Area (for example, Longview/Kelso, Salem, Keizer) as follows:

1. If the shift is scheduled in advance (on the posted schedule), the AC will be paid mileage from KPB to the worksite or from their home to the worksite, whichever is less.
2. If the shift is scheduled after the advance schedule is posted, the AC will be paid mileage from KPB to the worksite or from their home to the worksite, whichever is less, plus a \$100 stipend for each half-day session worked.

This agreement is non-precedent-setting and is limited to float ACs in Primary Care. This agreement will sunset on December 31, 2015, unless the parties agree to extend it.

  
Naomi Loo  
For Kaiser Permanente

4/8/15  
Date

  
Dawnette McCloud  
For OFNHP

4/6/2015  
Date