



**Letter of Agreement – Tanasbourne Call Center Addendum Providing
Severance Option for OFNHP Pro Bargaining Unit**

Kaiser Permanente Health Plan of the Northwest ("KPNW") and Oregon Federation of Nurses and Healthcare Professionals ("OFNHP") have agreed to the following terms, which are intended to extend the severance benefits available under the OFNHP RN contract to the OFNHP Pro bargaining unit for purposes of the Tanasbourne Call Center LOU signed 6/17/2015.

The parties hereby agree:

1. The employees covered by this LOA are:

Last Name	First Name	Employee ID
Augustine	Ann	00100369
Craft	Lindsay	00646071
Deshmukh	Joanna	00582486
Gordon	Richard	00538092
Long	Michelle	00652112
Looper	Carol	00103895
Macklin	Donna	00100309
May	Jonathan	00116643
Merriman	Leigh	00101799
Mulkey	Greg	00648232
Naimo	Teresa	00644781
Smith	Sharon	00645506


2. The parties agree that the severance provisions of the OFNHP RN collective bargaining agreement will be made available under the Tanasbourne LOA to those employees identified in Paragraph One above, specifically:
 - a. Article 14D(4)(b): "The severance allowance will be determined by full years of service. Eligible employees will receive one (1) week severance allowance for each full year of service, but a minimum of one (1) week, maximum of fifteen (15) weeks. * * *." In lieu of BAH, a week will be computed based on coded hours when the employee selects the "RIF with contractual severance" option, and payment will be issued in a single cash payment.

- b. Article 14D(4)(c): "Employees receiving severance allowance shall receive continuation of Employer-paid medical and dental benefits for the same number of weeks as their years of service with a minimum of one (1) month beyond termination and maximum of six (6) months. After the expiration of Employer paid coverage, employees have the opportunity to purchase continued group health plan and dental plan, coverage for an additional eighteen (18) months."

3. This LOA does not set any precedent.

AGREED:

For the Employer:



Scott Allan
Director and Managers of Employee and
Labor Relations
Kaiser Permanente

6-26-15
Date

For the Union:



Dawnette McCloud
Executive President
OFNHP

6-26-2015
Date