

APR 02 2015

RDH  
2015-00001

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

This agreement is entered into by and between Kaiser Foundation Health Plan, Inc. ("Employer") and the OFNHP RDH bargaining unit ("Union") regarding the proposed changes in Nomenclature.

It is the understanding of the Oregon Federation of Nurses and Health Professionals that Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest is proposing a nomenclature change from the current "Kaiser Permanente Dental Care Program" to "Kaiser Permanente Dental."

It is the position of the Oregon Federation of Nurses and Health Professionals, that this change will not impact the Registered Dental Hygienists Bargaining Unit with regard to wages, hours, or any conditions of employment.

The Oregon Federation of Nurses and Health Professionals, Local 5017, AFT/AFL-CIO, Registered Dental Hygienists and the Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest shall agree to the modification of the name of the program from "Kaiser Permanente Dental Care Program" to "Kaiser Permanente Dental". This agreement shall be based upon our understanding that this modification of program name will not have any impact on any terms and/or conditions of the current contractual agreement between OFNHP and Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest dated October 16, 2012–October 15, 2016. In addition, it is further agreed that there shall be no impact on any side letters of agreement that are currently in place between the parties. It is further agreed that if any issue is brought to the attention of the parties that could in any way impact the Bargaining Unit's wages, hours or other terms and conditions of employment due to the change in nomenclature, that the parties shall mutually agree to meet and confer in good faith regarding the identified issue(s) immediately upon notification.

Agreed:

For KPNW:

Kari Engholm 3-30-2015  
Kari Engholm Date

Director of Dental Operations  
Kaiser Permanente NW

Kirsten Paric 3-30-15  
Kirsten Paric Date

Sr. HR Consultant  
Kaiser Permanente NW

For OFNHP:

Dawnette McCloud 3-19-2015  
Dawnette McCloud Date

Executive President  
OFNHP Local 5017