

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

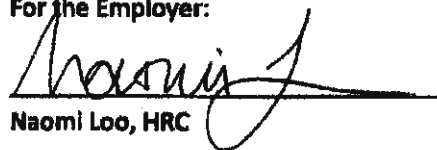
This Letter of Agreement replaces a previous version signed on October 29, 2014. The above-referenced parties hereby agree to the following:

- 1. All Ambulatory RNs in the Northwest Region will be required to obtain a dual license (Washington and Oregon) by June 1, 2015. Covered RNs are those in job codes including: 0664, 1434, 1448, 1449, and 4439, with the exception of ASC RNs.**
- 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 June 1, 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.**

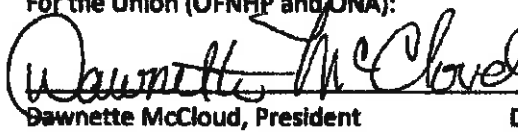
IT 200-4128

Agreed:

For the Employer:

 1/9/2015
Naomi Loo, HRC Date

For the Union (OFNHP and ONA):

 1-5-2015
Dawnette McCloud, President Date