

February 11, 2015

Sharon Culley
Internal Organizer, OFNHP Local 5017
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Portland, OR 97232

Letter of Understanding between Kaiser Permanente Northwest and the Oregon Federation of Nurses and Health Professionals

Kaiser Permanente and OFNHP have bargained the following for the affected OFNHP staff of the Specialty Care Allergy Department's move to the Tualatin and Orchards Medical Clinics. The parties have agreed to the following:

For those employees who are now being required to follow their workgroup to Tualatin, the following will apply:

- Affected employees will be reimbursed for mileage if the distance of their commute to Tualatin/Orchards is greater than the distance of the commute to their current work site, for six (6) months following the first day of the new commute. The employee will be reimbursed only for commute miles over and above their current commute miles. The reimbursement rate will be as per the Kaiser Permanente Mileage Reimbursement policy.
- KP agrees to place a moratorium on reasonable tardies for start of day arrival times for one (1) month following the first day of the new commute.

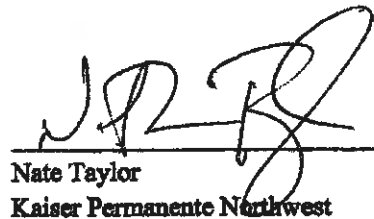
This agreement is non-precedent setting and only applies to the affected OFNHP staff that move to the Tualatin or Orchards Medical Offices beginning March 3, 2015.

If you agree with the following, please indicate such agreement by signing in the space below.



Dawnette McCloud
OFNHP

4/3/2015
Date



Nate Taylor
Kaiser Permanente Northwest

4/9/2015
Date