

May 26, 2015

RN  
2015-00005

Dawnette McCloud  
President, OFNHP Local 5017  
1500 NE Irving St. Suite 575  
Portland, OR 97232

**Letter of Understanding between Kaiser Permanente Northwest and the Oregon Federation of Nurses and Health Professionals Registered Nurses Bargaining Unit Re: Oncology Nurse Navigators**

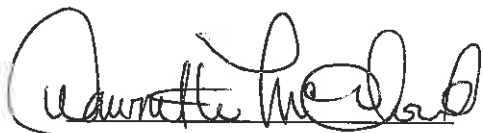
This agreement is entered into by and between Kaiser Permanente Health Plan of the Northwest ("KP") and the Oregon Federation of Nurses and Health Professionals Registered Nurse bargaining unit ("Union"). KP and the Union developed the following non-precedent setting agreement to address the RN Navigator, Cancer Care Job ID 4286 ("Oncology Nurse Navigators") classifications need for flexible daily schedules and clarification of overtime. The above referenced parties hereby agree to the following:

- Oncology Nurse Navigators shall be paid at the rate of one and one-half (1.5) times the straight-time hourly rate for all hours worked in excess of forty (40) hours per week.
- The expectation is that the Oncology Nurse Navigators will have the ability to flex their daily schedules depending on the needs of patients (e.g. if the nurse spends 10 hours on Monday with a patient, they might work 6 hours on Tuesday or another day within that week depending on patient caseload).
- Overtime is compensated when work hours exceed forty (40) hours in a week.
- Daily and consecutive day overtime is waived.

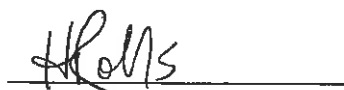
Management will meet with staff on a quarterly basis to review how the new scheduling is going. If issues arise, the parties will reconvene to discuss next steps. This agreement will sunset after one year (May 26, 2016), but may be extended by mutual agreement.

This agreement is non-precedent setting and only applies to the affected OFNHP staff working in the classification listed above.

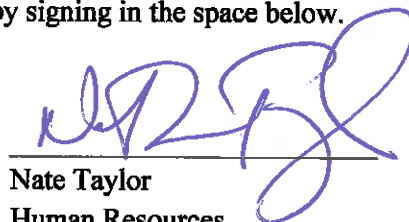
If you agree with the following, please indicate such agreement by signing in the space below.



Dawnette McCloud  
OFNHP



Heidi Rolfs  
ADA, Oncology-Hematology



Nate Taylor  
Human Resources

5-29-2015

Date

May 26, 2015

Date

May 26, 2015

Date