

RN  
2015-00006



March 26, 2015

Sharon Culley  
Internal Organizer, OFNHP  
1500 NE Irving, Ste. 575  
Portland, OR 97232

RE: Incentive Bonus for RNs working in the Dermatology Department who obtain their Dermatology Nurse Certification (DNC)


Dear Sharon:

This letter of understanding reflects our agreement to incentivize RNs working in the Dermatology Department to obtain and maintain the Dermatology Nurse Certification (DNC) by paying them an incentive bonus to encourage, honor, and recognize the time and effort required to achieve this advanced clinical certification. The terms of the agreement are as follows:

1. Nurses working in the Dermatology Department who obtain their DNC are eligible to receive a bonus of \$2500 upon initial certification, and every three years upon recertification. This sum will be taxed as legally required.
2. Employees eligible to receive the bonus are responsible for submitting documentation verifying their eligibility to their department manager.
3. The Employer reserves the right to discontinue this bonus and sunset this LOU based on operational need upon providing the Union with thirty days written notification.

If you agree with the above, please indicate such agreement by signing in the space provided below. Both Parties agree that this agreement is non-precedent setting.

AGREED:

 6/5/15

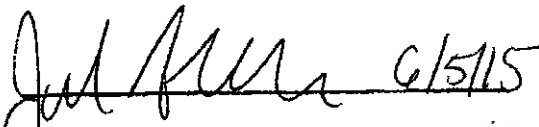
Ryan Chaquette Date

DA for Kaiser Permanente

 4/20/15

Dawnette McCloud Date

Executive President OFNHP

 6/5/15

Julia Williams Date

HR Consultant for Kaiser Permanente