

September 25, 2006

Alan Moore
Internal Organizing Coordinator
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, OR 97015

Subject: 7/70 Vacation LOU

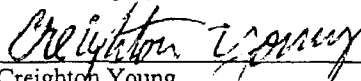
Effective October 22, 2006 (showing on November 10, 2006 Pay check), the following agreement concerning Registered Nurses assigned to the 7/70 scheduling pattern at Kaiser Sunnyside Medical Center and the Regional Call Center will take effect.

- Article 16.B (of the OFNHP/KPNW Registered Nurse Agreement) will no longer be in effect and 7/70 Registered Nurses will accrue vacation according to the terms of Article 16.A.
- Article 17.B (of the OFNHP/KPNW Registered Nurse Agreement) will no longer be in effect and 7/70 Registered Nurses will be compensated for holidays worked and not worked according to the terms of Article 17.A.
- 7/70 Registered Nurses will fall under the guidelines for time off in Article 10, (K) and Appendix E, Time Off requests.
- For all of 2007, Registered Nurses who are not accruing vacation as of the effective date of this Letter of Agreement shall be allowed to schedule vacation time off per Article 10.K and Appendix E. Any vacation time actually taken will be first accounted for as paid vacation days and deducted from their accrued vacation. Any additional days (up to a maximum of 7 days) will be accounted for as a without pay (WOP) day.

If you agree with the above, please indicate such agreement by signing in the space provided below and return one signed copy of this letter to my attention.

AGREED:

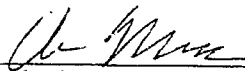
For the Employer:



Creighton Young
Sr. Human Resources Partnership Consultant

9/25/06
Date:

For the Union:



Alan Moore
Internal Organizing Coordinator
OFNHP

9/30/06
Date: