



May 15, 2008

Ms. Kathy Geroux
President
Oregon Federation of Nurses and Health Professionals
2045 S.E. Ankeny Street
Portland, Oregon 97214

Dear Ms. Geroux:

Subject: Letter of Understanding - Rest Breaks and Meal Periods

Coverage: All OFNHP Contracts: RN, Dental Hygiene, Technical, Professional and Laboratory Professional

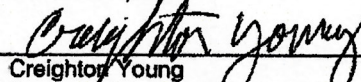
As permitted under the Kaiser Permanente State of Washington Variance, management at its discretion may authorize employees who are otherwise entitled to rest breaks and meal periods to combine rest breaks and meal period into a continuous rest and meal break. Such authorization will be by work group and shift. Management may cancel such authorization in a given work group or shift upon two weeks notice, and may cancel such authorization on any given shift due to operational need.

In a work group and shift in which management has authorized combination of rest breaks and meal periods, an employee will be permitted to take his or her rest breaks and meal periods separately if he or she prefers.

Nothing in this section shall modify the paid or unpaid status of rest breaks or meal periods.

Agreed:

For the Employer:



Creighton Young
Senior Labor Relations Consultant

For the Union:



Kathy Geroux
President, OFNHP