

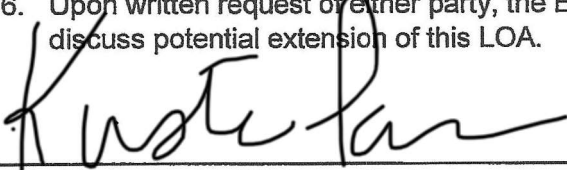
**LETTER OF AGREEMENT  
BETWEEN  
Kaiser Foundation Health Plan of the Northwest & Kaiser Foundation Hospitals  
AND  
Oregon Federation of Nurses and Health Professionals  
RN Bargaining Unit**

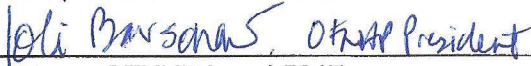
This agreement between the Kaiser Foundation Health Plan of the Northwest and Kaiser Foundation Hospitals ("Employer") and Oregon Federation of Nurses and Health Professionals ("Union") institutes a mutually agreeable solution for the Northwest Region arising out of the COVID-19 pandemic.

The intent of this LOA to ensure that OFNHP RN's are not disadvantaged by the suspension of conferences, classes and other in-person continuing education opportunities. This LOA will also address how online education is paid.

**The parties agree to the following:**

1. RNs may complete online Continuing Education courses in lieu of approved Education Days that were approved for in-person conferences and/or may request approval for time off to complete online Continuing Education during March 2020 – April 2021.
2. RNs that complete Continuing Education, to include online courses, that have been approved and are equivalent in hours to their shift will be made whole for their regularly coded hours.
3. In order to maintain competence in current Evidence-Based Practice, RNs may request Education Days, up to their agreed annual limits, in accordance with the collective bargaining agreement.
4. Completion certificate(s) must be attached to the timecard adjustment form submitted to the manager.
5. Nothing in this LOA shall signify a modification to the quantity of paid Education Days established in the CBA.
6. Upon written request of either party, the Employer and Union agree to meet no less than 30 days prior to discuss potential extension of this LOA.

  
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Kirsten Paric, Senior HR Consultant

  
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Jodi Barschew, OFNHP Local 5017

  
\_\_\_\_\_  
James L. Robinson III, PsyD, Hospital Administrator – KPNW

11-5-20  
Date

11/4/20  
Date

11/4/20  
Date