

January 17, 2023

LETTER OF AGREEMENT
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS, LOCAL 5017

RE: WMC OR RNFA Incentive

BACKGROUND

Kaiser Foundation Health Plan of the Northwest ("Employer" or "KPNW") and Oregon Federation of Nurses and Health Professionals, Local 5017 ("OFNHP-RN") (collectively, "the parties") are parties to a collective bargaining agreement ("CBA"), which covers a temporary incentive to fill open, available standby shifts in the WMC OR.

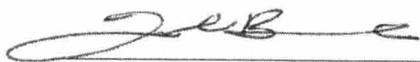
AGREEMENT

1. This Letter of Agreement ("LOA") applies only to RNFAs in the WMC OR.
2. Please refer to the original LOA signed on June 23, 2022, for applicable terms and conditions for eligibility.
3. This LOA will be implemented upon signature of all parties and will be valid through June 30, 2023. The LOA will automatically expire on July 1, 2023, unless the parties agree to an extension ten days prior to expiration.

AGREED:


For the Union:

For the Employer:



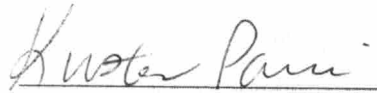
Jonathon Baker
President
OFNHP

1.17.23
Date



Wendy Watson
Chief Operating Officer
Kaiser Permanente

01/18/23
Date



Kirsten Paric
Sr. Employee and Labor Relations
Consultant
Kaiser Permanente

1-18-23
Date