

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

**BACKGROUND**

Kaiser Foundation of Health Plan of the Northwest ("Employer" or "KPNW") and Oregon Federation of Nurses and Health Professionals ("Union" or "OFNHP, Local 5017") (collectively, "the parties") are signatories to a collective bargaining agreement (their Tech "CBA") covering Community Health Navigators (CHNs) who work throughout the KPNW region. The parties hereby agree to the following regarding the placement of HNs qualified for the previously non-existent Bilingual CHN Position into this newly created position.

**AGREEMENT**

KP and employee may assess whether a specific role should be subject to reclassification where an employee has the qualifications to qualify for a bilingual job classification and has a current or planned high utilization of another language in clinical work.

This LOA shall be effective upon signing and will automatically expire on October 1, 2026, unless mutual agreement is reached to extend, in writing. The parties agree to meet 60 days prior to the expiration of this agreement to determine if the LOA should be extended.

For OFNHP:

 8.27.23

Jonathon Baker  
President OFNHP  
Local 5017


Date

For KPNW:

 09-18-23


Wendy Watson  
Chief Operating Officer  
KPNW

Date

 9/13/23

John Kendrick  
Senior Administrator, Continuum of Care  
KPNW

Date

 9-18-2023

Elizabeth Lopez  
Sr. Employee & Labor Relations Consultant  
KPNW

Date