



LETTER OF AGREEMENT  
BETWEEN  
KAISER PERMANENTE  
&  
OREGON FEDERATION OF NURSES AND HEALTHCARE PROFESSIONALS

This agreement is entered into by and between Kaiser Foundation Health Plan, Inc. ("Employer") and OFNHP to provide a bilingual differential for any OFNHP bargaining unit member hired under a job code requiring fluency in a second language and Qualified Bilingual Staff 2 certification.

The parties agree that those hired into such a job code will be paid an hourly differential of \$1.15.

 10/9/13  
HR Date

 10/4/2013  
OFNHP Date

Copy:  
HR  
OFNHP  
Gena Bailey  
Compensation