October 14, 2026

LETTER OF UNDERSTANDING
between
KAISER FOUNDATION HEALTH PLAN OF THE NORTHWEST
and
OREGON FEDERATION OF NURSES AND HEALTH PROFESSIONALS
(LOCAL 5017)

RE: KPNW Temporary Incentive for Extra Clinics in Primary Care

BACKGROUND

Kaiser Foundation Health Plan of the Northwest ("Employer" or "KPNW") is a party to a collective bargaining agreement (the "CBA") with Oregon Federation of Nurses and Health Professionals, Local 5017 ("the Union" or "OFNHP") (collectively "the parties") covering Professional Bargaining Unit employees.

This Letter of Understanding ("LOU") is intended to incentivize members of the Professional Bargaining Unit who work in the Primary Care department. The scope of this LOU is limited to Allied Health Clinicians (Nurse Practitioners and Physician Assistants/Associates) who work in the Primary Care Department. The goal of this program is to provide an incentive to Primary Care NP's and PA's to complete additional clinics (as described below) through December 31, 2026.

AGREEMENT

The parties agree to the following:

1. This LOU applies only to Primary Nurse Practitioners (NP) and Physician Assistants/Associates (PA) (collectively "AC's") OFNHP Professional Bargaining Unit Members who work above their coded hours to perform extra clinics defined as a 4 hour block (i.e. "W.")

2. Eligibility:
    a. Nurse Practitioners or Physician Assistants/Associates who work in the Primary Care Department will receive an incentive of $250.00 for each extra clinic (W) after their coded hours have been worked.
    b. Extra clinics will be granted based on space and support staff availability as these clinics have a requirement to be face-to-face visits. Extra clinics offered will be at the sole discretion of management. Virtual clinics are not eligible for this incentive.
    c. Nurse Practitioners or Physician Assistants/Associates who work in the Primary Care Department will have a standard 10 visit template per four-hour block.
    d. For Paneling Nurse Practitioners or Physician Assistants/Associates who work in the Primary Care Department the first 5 extra clinics will be for PCP appointments, extra clinics 6-10 will be 50% for PCP appointments and 50% for cross coverage.

3. Compensation
    a. $250.00 (gross- employee responsible for all taxes) incentive for extra clinics in Primary Care after the AC's coded hours have been worked.
    b. Such incentive shifts will be provided to ACs who work in the Primary Care Department in management's sole discretion and provided space and staff is available.

4. Process: Incentive shifts will be awarded to departmental volunteers so long as space and support staff are available. Incentive shift award is in management's sole discretion.

5. This agreement is non-precedent setting.

6. This LOU shall be effective from the date it is fully executed through December 31, 2026, unless cancelled earlier in management's sole discretion. Incentive shifts as described herein completed or scheduled between the expiration of the related LOA between the parties dated April 24, 2026 and the effective date of this agreement are eligible for incentive pay as described in this agreement.

7. If a Primary Care AC calls out unavailable on the same day or within the same period or leaves a shift early (excluding a legally protected absence) the employee will not be eligible for these incentive shifts during that pay period.

8. The award of this incentive will be additive to any criteria in the CBA and active LOU(s) regarding incentive pay or differentials.

AGREED:

For the Union:

Sarina Roher, RN

Sarina Roher Date 10·22·2026
President OFNHP
Local 5017

For the Employer:

Jason Curl 10.14.2026 @ 12:26 pm

Jason Curl Date
Senior Operations Director
KPNW

Ismail Pekin 10/14/2026

Ismail Pekin Date
Labor Relations
Consultant