

**OFNHP Counter Proposal**

**Date: 8/26/25**

Side letter regarding LOA/LOU clean-up

During the 2025 bargaining cycle, the parties reviewed all LOAs/LOUs and have agreed to either incorporate into the contract, affix as an appendix into the contract, or sunset each of the following LOAs/LOUs. Except for time release agreements and other agreements between the Employer and the Alliance of Health Care Unions, the parties agree that all provisions within this contract represent the full and final agreement between OFNHP and Kaiser Permanente covering the Registered Dental Hygienist bargaining unit.

Name	Date	Consensus Recommendation
Birth date to establish seniority when equal	5/19/2011	Incorporate
RDH Oregon City job posting	7/25/2011	Expired
Float RDH Salem area	8/28/2013	Sunset
Saturday-required float hygienists	2/11/2020	Sunset
Fixed workweek	12/3/2007	Sunset
Addendum to fixed workweek	12/11/2007	Sunset
Overtime underpayment resolution	12/17/2009	Sunset
Temporary Inpatient Extra Shift Incentive	12/12/2022	Expired
Additional shift incentives	6/21/2023	Expired
Part-time and downcoding Salem Downcoding	1/24/2024	Expired
Julie Neuman contract specialist	10/12/2012	Expired
Julie Neuman, contract specialist	8/30/2013	Expired
Combine meals and breaks	5/15/2008	Sunset
Usage of ESL, PTO, etc for FMLA leave	3/7/2008	Sunset
Longview Dental hours change	1/17/2018	Sunset
Charlene Walloch contract specialist	12/31/2009	Expired
Holly Morgan contract specialist	2/9/2006	Expired
Dental recall COVID-19 recovery phase 1	5/27/2020	Expired
Dental recall COVID-19 recovery phase 2		Expired
Dental recall COVID-19 recovery phase 3	8/7/2020	Expired
Bilingual differential	10/9/2013	Incorporate
Retirement contributions	12/17/2008	Expired
Perio hygienist grievance award implementation	1/13/2015	Appendix
Contiguous areas	8/25/2023	Sunset
Name Change ("Dental Care" to "Dental")	3/30/2015	Incorporate
Eugene Medical/Dental expansion/float covg	1/8/2016	Incorporate
Pay for holidays not worked	11/13/2006	Incorporate