

March 3, 2006

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Subject: Agreement to Resolve Bargaining Issues for Accreted Health Education Professionals

The following are agreements reached between the parties in our second bargaining session
February 21, 2006:

1. Health Education Project Coordinator (job code 2659) and Health Educator II (job code 2451) will have an assigned salary range equal to the current Childbirth Educator. Health Educator I (job code 0803) will have an assigned salary range of 4% below that of Childbirth Educator.
2. Employees in the job codes listed in paragraph #1 will have an assigned salary range as described effective February 26, 2006.
3. Employees in job codes 2659, 2451, and 0803 will receive a 5% across the board increase effective February 26, 2006. These employees will be provided experience worksheets to submit to their supervisors, then to Human Resources. The experience will be reviewed with experience listed on their original application, and subsequent experience in any Kaiser Region. A step placement recommendation will then be made by Human Resources to their supervisor and the Union. Agreed step placement will be implemented the pay period including July 1, 2006.

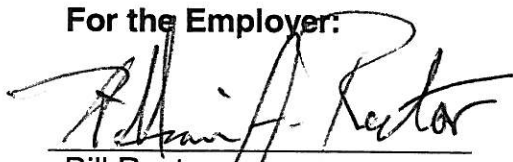
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4. Employees in the above job codes will be accreted to the OFNHP Professional Bargaining Unit Effective February 26, 2006. Employees will be offered to opportunity to adjust their Flexible Benefit Program based upon benefit changes that result from the change of employee groups.

5. This Agreement resolves all issues that were raised by either party during our negotiation discussions.

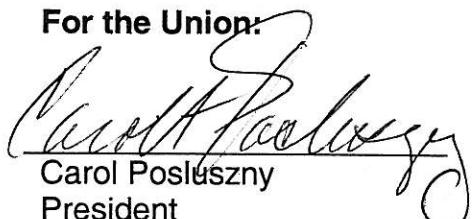
AGREED:

For the Employer:




Bill Rector
Sr. Labor Relations Consultant

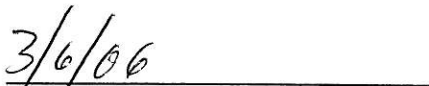
For the Union:



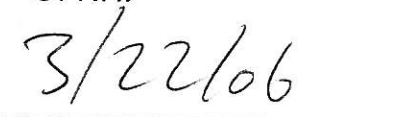
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OFNHP



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3/6/06
Date



3/22/06
Date