

December 27, 2006

Carol Posluszny
President - OFNHP Professionals
Oregon Federation of Nurses and Health Professionals
P.O. Box 1566
Clackamas, OR 97015

Subject: Seniority Credit for Non-Bargaining Unit Work

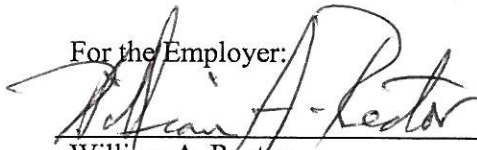
This is to confirm our agreement to interpret Article 6 B 2 in the Current Agreement which provides seniority credit for non-bargaining unit Kaiser Permanente Northwest Region work:

- years will be rounded to the nearest year based upon months of employment (i.e., seven months employment equals one year, less that seven months employment will provide no credit)
- employment credit will be given only for periods where the employee was working twenty (20) or more coded hours per week.

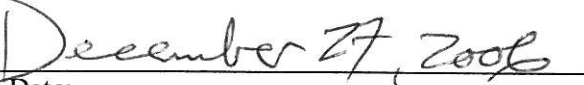
If you agree with the above, please indicate such agreement by signing in the space provided below and return one signed copy of this letter to my attention.

AGREED:

For the Employer:

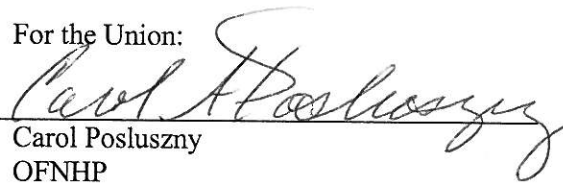


William A. Rector
Senior Labor Relations Consultant




Date:

For the Union:



Carol Posluszny
OFNHP



Date: