

August 24, 2006

Alan Moore
Internal Organizing Coordinator
Oregon Federation of Nurses and
Health Professionals
9128 S.E. St. Helens Road
Clackamas, OR 97015

Re: Letter of Understanding: Dual Licensure (NP/CNM)

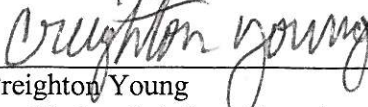
Dear Alan:

This letter of understanding arises out of joint discussions between OFNHP and Kaiser Permanente concerning the need for some Kaiser Permanente employees to obtain a second RN license and advance nurse practice license in either Oregon or Washington. This is driven by requirements communicated to us by the Oregon State Board of Nursing and the Washington State Nursing Care Quality Assurance Commission.

1. Kaiser Permanente employees holding the positions of Nurse Practitioner and Certified Nurse Midwife who meet the Oregon State Board of Nursing or Washington State Nursing Care Quality Assurance Commission requirements to obtain a secondary RN license and Advance Nurse Practice license in the State of Oregon or Washington, whose positions did not require this when posted, are covered by this letter of understanding.
2. For current employees covered under number 1 above who obtained their initial secondary license at their own cost on or after August 1, 2005, the Employer agrees to reimburse them for the costs associated with obtaining the initial secondary license. The employee is responsible for providing evidence of these costs such as receipts, etc.
3. For current employees covered under number 1 above who have not obtained secondary licenses, the Employer agrees to reimburse them for the costs associated with obtaining the initial secondary license, as well as renewal of their nursing license per the Professional Labor Agreement Language Article 9 (C). The process for obtaining and being reimbursed for the secondary license is covered in the memo sent by Jennifer Houten. The secondary license must be obtained no later than March 1, 2007. If individual employees fail to obtain their secondary license by March 1, 2007, the HR policy titled: "License/Certificate Verification" will be applied.

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.

For the Employer:

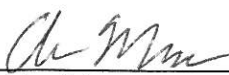


Creighton Young
Lead Labor Relations Consultant

8/25/06

Date:

For the Union:



Alan Moore
Internal Organizing Coordinator
OFNHP

9/30/06

Date: