



July 8, 2011

Scott Allan
Director of Employee and Labor Relations
Kaiser Permanente Northwest
500 NE Multnomah St.
Portland, OR 97232-2023

RE: Nurse Educators & Worksite Health Fair/Onsite Intervention Grievance

To resolve the issue, and without conceding to the merits of the grievance, and in lieu of paying night shift differential under these circumstances, the Employer agrees to offer the Nurse Educators a \$50 stipend for all Worksite Health Fairs/Onsite Interventions that require the Nurse Educator to be at the site on or before 7 a.m.. This agreement will also include retroactive payment of \$50 stipend to the following Health Educators for each occurrence listed below. This agreement will sunset on September 30, 2012.

Please see list of providers below to be included for retro pay in connection with this grievance:

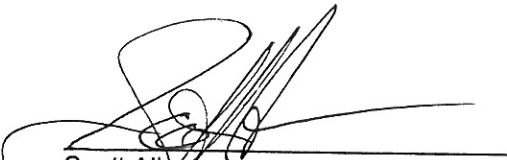
Sarah Zuber, MSW
Health Coach
12/6/2010 5:00 AM start time for Viasystems in Forest Grove.

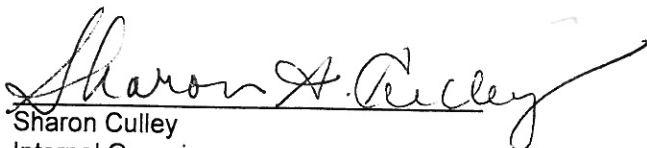
Anita Lesser, MA CADCI
Health Coach
12/08/2010 5:00 AM start time at Viasystems in Forest Grove
4/06/2011 7:00 AM start time at Forest Dental in Hillsboro. Program
4/20/2011 7:00 AM start time at Forest Dental in Hillsboro. Program.

Lisa Isabell, MA
Health Coach
6/02/2011 7:00 AM start for The Community Action organization, Salem "outside of service area"
6/07/2011 6:30 AM start time at Karcher in Camas, Washington

Cynthia Beaulieu, MPH, CHES
Health Coach
12/07/2010 5:30 AM start time for Viasystems
1/20/2011 5:30 AM start time for Evraz
2/09/2011 7:00 AM start time for Lambs
2/11/2011 7:00 AM start time for Lambs
2/16/2011 5:30 AM start time for Evraz
2/18/2011 5:30 AM start time for Evraz
3/10/2011 5:30 AM start time for Evraz
3/21/2011 7:00 AM start time for Payless Pharm
3/23/2011 7:00 AM start time for Forrest Dental

AGREED:


Scott Allan
Dir. Employee and Labor Relations
KPNW


Sharon Culley
Internal Organizer
OFNHP