



Oregon Federation of Nurses and Health Professionals, Local 5017. AFT/AFL-CIO
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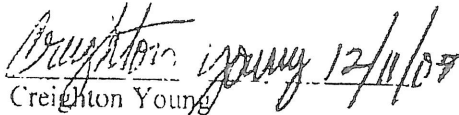
Letter of Understanding
Between
Kaiser Permanente Northwest
and
The Oregon Federation of Nurses and Health Professionals

Addendum to Side Letter Agreement dated December 3, 2007


The parties agree if there is a negative financial impact to Registered Dental Hygiene members, the parties will bargain to make the employees whole and over possible future schedule changes.

Should Registered Dental Hygiene members receive a greater number of over-time hours paid based on the changes of definition of work, the parties agree to meet and bargain over potential schedule changes

FOR THE EMPLOYER:


Creighton Young
Senior Labor Relations Consultant

FOR THE UNION:


Alan Moore
Internal Organizer