

April 4, 2005

Mr. Alan Moore  
Internal Organizer  
Oregon Federation of Nurses and Health Professionals  
P.O. Box 1566  
Clackamas, Oregon 97015

Dear Mr. Moore:

## **LETTER OF AGREEMENT**

Subject: New Facility

This Letter of Agreement (“Letter”) is entered into with reference to the following facts:

The parties to this Letter, Kaiser Foundation Hospitals and Kaiser Foundation Health Plan of the Northwest (the “Employer”) and Oregon Federation of Nurses and Health Professionals, Local 5017–FNHP–AFL-CIO (the “Union”) are signatory to a collective bargaining agreement covering Registered Nurses with an effective date of October 1, 2000 through September 30, 2005 (the “Agreement”);

The Union represents employees in a unit of registered nurses in the classifications and at the facilities described at “Article2—Scope of Agreement” of the Agreement (the “registered nurses bargaining unit.”);

The registered nurses bargaining unit includes but is not limited to all inpatient nurses employed by the Employer and clinic nurses in outpatient facilities operated by the Employer including those at the Beaverton Medical Office and the Sunset Medical Office in the area west of downtown Portland, Oregon;

By this Letter, the Employer and the Union agree as follows:

Should the Employer open an inpatient medical facility within a ten mile radius of the Sunset and Beaverton Medical Office Buildings in Hillsboro and Beaverton, Oregon during the term of this Letter of Agreement, that new inpatient medical facility will constitute an accretion to the existing registered nurses bargaining unit. The terms and conditions of employment set forth in the Agreement shall apply to employees in the registered nurses bargaining unit at the new facility.

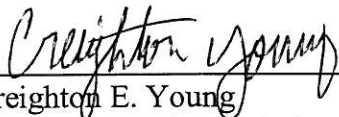
Letter of Agreement: New Facility  
April 4, 2005  
Page 2


This Letter of Agreement shall be effective on the date of execution, and shall remain in effect for the term of the current Agreement and the next successor collective bargaining agreement between the Employer and the Union. It shall expire upon the expiration of the next successive collective bargaining agreement unless extended by mutual agreement of the parties.

AGREED:

For the Employer:

For the Union:

  
\_\_\_\_\_  
Creighton E. Young  
Lead Senior Labor Relations Consultant

  
\_\_\_\_\_  
Alan Moore  
Internal Organizer, OFNHP

Date: April 6, 05

Date: APRIL 13, 2005