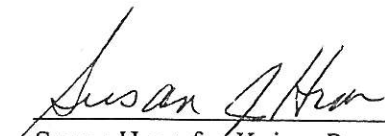
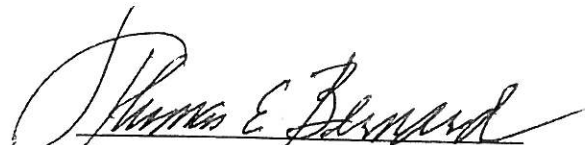


September 15, 2006

The following agreement is between Oregon Federation of Nurses and Health Professionals (OFNHP) and Kaiser Permanente.

1. This Agreement reflects our understanding of the existing past practice of allowing consecutive days of work covering two (2) consecutive payroll weeks.
2. One time trades that result in working four (4) consecutive 12 hour shifts, or 5 consecutive 10 hour shifts for 4/40 scheduled employees will be allowed without premium pay.
3. This agreement may be <sup>RENEWED FEB 5/07</sup> reviewed by mutual agreement of the parties by January 1, 2007.

  
Susan Hron for Kaiser Permanente

  
Tom Bernard for OFNHP