

OFNHP TECHNICAL/KAISER PERMANENTE

LETTER OF AGREEMENT

RE: Workforce Development

The Parties agree that the NW has numerous urgent workforce development needs and gives the RR&A Committee the following directives:

✓ 1. Re-launch the RR&A Committee with possible new members, meeting requirements, and the time necessary to complete the directives. To be completed by 10/1/05. *1st Meeting 11/9/05*

2. The RR&A Committee will improve access to information about educational resources by:

- Creating a communication tool of additional educational resources (i.e. website). *Distro list exist*
- Coordinating education funding and tuition reimbursement programs *(Existing committee - they report to us)*
- Ensuring all current career paths and lattices are published and available

To be completed by 3/31/06

*Employee As
Scholarship*

3. Create career lattices and ladders with HR and Union Leadership consultation for the following job classifications: Surgery Assistants, OR Tech, MLT, Pulmonary Sleep Lab, and RT.

To be completed by 1/1/06

4. The RR&A committee will research and document educational needs and resources available including schools and technical programs, union apprenticeship programs, the Shirley Ware Center. They will also review and analyze the 2005 Workforce Planning Survey.

To be completed by 1/1/06

*Report on
current w/*

5. The RR&A Committee will explore and/or create the following development strategies:

- Job shadowing programs
- On-site training by community college programs
- Specialized outside KP apprenticeship programs
- Creating trainee and advance tech classifications

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To be completed by 2-1-06.

[Signature]
For the Union

9/9/05
Date

[Signature]
For the Employer

9-9-05
Date